NEGOTIATED WORKING CONDITIONS IN NOVA SCOTIA

1986

Nova Scotia

Department of Labour

Research Division

NEGOTIATED WORKING CONDITIONS FROM COLLECTIVE AGREEMENTS IN NOVA SCOTIA

1986

Nova Scotia Department
of Labour
Research Division

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ISSN 0226 3882

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FOREWORD

This publication provides information on selected provisions from collective agreements that were in effect in Nova Scotia during the 1986 calendar year.

The report contains information on an industrial composite basis, and on five industrial sectors: Manufacturing, Service, Trade, Public Administration, and Transportation, Communications and Other Utilities. As such, users of this document will be able to obtain specific information on each industrial sector, as well as undertake comparisons between sections.

This report provides information only on the substantive issues from collective agreements. Occupational wage rates and rate changes are not included in this review. A separate publication, "Collective Bargaining Review", provides wage rate information.

In addition to the information presented in this report, the Research Division encourages members of the industrial relations community, especially contract administrators and negotiators, to request specialized analysis of collective agreements. A computer retrieval facility is available for this purpose.

The prompt filing of collective agreements by unions and employers makes possible the provision of more timely information. This cooperation is gratefully acknowledged.

This report was prepared by Dane Percy and Barbara Churnside. Requests for more specific information from collective agreements can be directed to either of these individuals at:

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INTRODUCTION

The purpose of this report is to provide information on the relative frequency of occurrence of selected clauses that occur in collective agreements in Nova Scotia. Collective agreements provide a wealth of information about the nature of working conditions within industrial sectors. They also provide information that can be cross-classified by such items as size and type of bargaining unit, duration of contract, settlement stage of negotiations, and general occupational coverage.

DATA SOURCE

This report contains data from collective agreements falling under the jurisdiction of the Nova Scotia Trade Union Act. The agreements included in this analysis were in effect during all or part of the 1986 calendar year.

All collective agreements are classified according to the economic activity of the employer, by means of the Standard Industrial Classification Manual (Statistics Canada 1970). The distribution of collective agreements by economic activity, and the number of employees covered, is presented in Table 1.

TABLE 1

DISTRIBUTION OF COLLECTIVE AGREEMENTS AND EMPLOYEES
COVERED IN NOVA SCOTIA,
1986

Economic Activity	Agreements		Employed	
	#	%	#	%
Manufacturing	147	23.1	14,555	32.6
Service	268	42.1	18,437	41.3
Trade	81	12.7	2,577	5.8
Public Administration	89	14.0	3,198	7.2
Transportation, Communication & Other Utilities	27	4.2	4,776	10.7
* Miscellaneous	25	3.9	1,119	2.5
	637	100.0	44,662	100.0

* Includes those agreements which do not fall into one of the above categories (i.e. Mines, Primary, Agriculture, Finance & Real Estate, etc.). For statistical purposes, they are included in the Industrial Composite section.

SCOPE OF THE DATA

This report is based on 637 collective agreements affecting some 44,662 employees. The data presented herein provides information only on those working conditions covered by collective agreements; it does not apply to working conditions in the non-unionized sector of the economy. As well, it does not provide information on the Agricultural, Forestry, Mining or Construction sectors - information on these sectors may be obtained from the Research Division by special request.

Each collective agreement is coded by staff of the Research Division. The process of translating the information into coded form requires a subjective interpretation. Although most provisions lend themselves to straightforward coding, instances arise where more than one interpretation may prove valid. In such cases staff request clarification from the parties to whom the agreement applies.

Collective agreements often refer to additional documentation that may not accompany the original contract (e.g. reference to a life insurance or pension plan). Where circumstances permit, staff undertake to procure the supplementary information. Where this information is not readily available, the code 'Plan mentioned, no details given' is used. This serves to indicate to the user that further information may exist.

PART I:

INDUSTRIAL COMPOSITE

The Industrial Composite includes industries from the Manufacturing, Service, Trade, Public Administration and Transportation, Communication and Other Utilities sectors. The data in this section is based on 637 collective agreements covering some 44,662 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	179	28.10	16,862	37.75
Closed shop	25	3.92	467	1.05
Union shop	318	49.92	17,186	38.48
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	87	13.66	6,119	13.70
Maintenance of membership for present and/future employees	19	2.98	2,610	5.84
Other	9	1.41	1,418	3.17

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	51	8.01	4,758	10.65
Compulsory for all employees covered by the agreement (Rand Formula)	327	51.33	26,000	58.22
Compulsory only for union members	172	27.00	9,292	20.81
Compulsory for new employees	8	1.26	576	1.29
Voluntary for old employees, compulsory for new (Modified Rand Formula)	21	3.30	718	1.61
Voluntary for all employees by the agreement	57	8.95	3,302	7.39
Other	1	0.16	16	0.04

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	57	8.95	5,387	12.06
Irrevocable for one year	5	0.78	229	0.51
Irrevocable for term of agreement	57	8.95	3,536	7.92
Irrevocable for term of agreement and any renewal	10	1.57	1,604	3.59
Revocable at any time	7	1.10	902	2.02
Revocable at specified time prior to anniversary date of agreement	7	1.10	507	1.14
Check-off provision exists, but term of authorization not specified	493	77.39	32,489	72.74
Other	1	0.16	8	0.02

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	631	99.06	43,771	98.01
Provision respecting the scope of the work	6	0.94	891	1.99

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	591	92.78	39,744	88.99
Employees have the right to refuse to cross picket lines	37	5.81	2,278	5.10
Employees have the right to refuse to handle hot cargoes	7	1.10	2,578	5.77
Employees have the right to refuse to cross picket lines and handle hot cargoes	2	0.31	62	0.14

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	81	12.72	6,300	14.11
General statement of management rights	288	45.21	18,183	40.71
Enumerated list of management rights	268	42.07	20,179	45.18

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	106	16.64	6,841	15.32
20 calendar days	1	0.16	28	0.06
28 calendar days	1	0.16	32	0.07
30 calendar days	11	1.73	2,267	5.08
35 calendar days	4	0.63	178	0.40
40 calendar days	2	0.31	250	0.56
42 calendar days	3	0.47	1,129	2.53
45 calendar days	13	2.04	1,049	2.35
50 calendar days	1	0.16	35	0.08
60 calendar days	44	6.91	2,281	5.11
90 calendar days	26	4.08	1,046	2.34
120 calendar days	2	0.31	103	0.23

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING (Cont'd)

	Agts		Emps	
	#	%	#	%
180 calendar days	1	0.16	135	0.30
25 working days	4	0.63	459	1.03
30 working days	35	5.49	2,899	6.49
35 working days	2	0.31	123	0.28
38 working days	2	0.31	222	0.50
40 working days	17	2.67	1,518	3.40
44 working days	1	0.16	30	0.07
45 working days	26	4.08	1,656	3.71
50 working days	9	1.41	748	1.67
55 working days	3	0.47	189	0.42
60 working days	67	10.52	4,000	8.96
65 working days	4	0.63	197	0.44
66 working days	71	11.15	3,838	8.59
70 working days	1	0.16	120	0.27
75 working days	1	0.16	100	0.22
80 working days	1	0.16	9	0.02
88 working days	2	0.31	149	0.33
90 working days	18	2.83	527	1.18
95 working days	1	0.16	60	0.13
120 working days	3	0.47	343	0.77
130 working days	2	0.31	55	0.12
150 working days	2	0.31	628	1.41
4 weeks	1	0.16	84	0.19
5 weeks	1	0.16	15	0.03
6 weeks	2	0.31	245	0.55
10 weeks	1	0.16	25	0.06
12 weeks	1	0.16	175	0.39
13 weeks	1	0.16	169	0.38
60 weeks	1	0.16	300	0.67
66 weeks	1	0.16	60	0.13
1 month	1	0.16	10	0.02
2 months	7	1.10	204	0.46
3 months	46	7.22	1,656	3.71
4 months	5	0.78	591	1.32
6 months	34	5.34	3,503	7.84
8 months	1	0.16	5	0.01
9 months	2	0.31	43	0.10
10 months	2	0.31	14	0.03
12 months	16	2.51	888	1.99
24 months	1	0.16	86	0.19
36 months	3	0.47	1,152	2.58
Probationary period varies by occupation or classification	10	1.57	218	0.49
Probationary period at management discretion	1	0.16	40	0.09
Provision exists, but length of probationary period not specified or cannot be determined	7	1.10	1,198	2.68
Other	5	0.78	737	1.65

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	126	19.78	10,703	23.96
Company-wide seniority	64	10.05	3,471	7.77
Plant-wide seniority-bargaining unit	253	39.72	14,676	32.86
Department seniority	41	6.44	1,935	4.35
Job or occupational classification seniority	15	2.35	717	1.61
Combination of company-wide and plant-wide seniority	1	0.16	6	0.01
Combination of company-wide and department seniority	7	1.10	317	0.71
Combination of company-wide and job or occupational classification seniority	2	0.31	424	0.95
Combination of plant-wide and department seniority	17	2.67	1,596	3.57
Combination of plant-wide and job or classification seniority	13	2.04	567	1.27
Combination of department and job or classification seniority	2	0.31	20	0.04
Combination of company-wide, plant-wide and department seniority	1	0.16	2,000	4.48
Combination of company-wide, plant-wide and job or classification seniority	3	0.47	184	0.41
Combination of company-wide, department and or job or classification seniority	1	0.16	150	0.34
Combinaion of plant-wide, department and or job or classification seniority	14	2.20	2,525	5.65
Combination of company-wide, plant-wide, department and job or classification seniority	2	0.31	1,175	2.63
Seniority unit not specified or cannot be determined	71	11.15	3,738	8.37
Other	4	0.63	458	1.03

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	526	82.57	33,474	74.95
Special seniority provision for a limited number of employees with special skills	2	0.31	38	0.09
Special seniority for union officials	21	3.30	2,541	5.69
Retention of union seniority for union officials elected	74	11.62	6,857	15.35
Combination of special seniority with special skills, union officials and union officials elected	12	1.88	1,092	2.45
Other	2	0.31	660	1.48

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	130	20.41	7,358	16.47
Straight seniority	13	2.04	967	2.17
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	265	41.60	17,516	39.22
Straight seniority if other factors are equal or sufficient	229	35.95	18,821	42.14

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	85	13.34	5,317	11.90
Straight seniority	87	13.66	5,613	12.57
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	292	45.84	21,164	47.39
Straight seniority if other factors are equal or sufficient	173	27.16	12,568	28.14

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	96	15.07	8,138	18.22
Straight seniority	78	12.24	4,955	11.09
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	298	46.78	21,015	47.05
Straight seniority if other factors are equal or sufficient	165	25.90	10,554	23.63

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	162	25.43	13,646	30.55
1 month	2	0.31	45	0.10
3 months	7	1.10	82	0.18
6 months	92	14.44	4,330	9.70
7 months	4	0.63	460	1.03
8 months	5	0.78	179	0.40
9 months	18	2.83	533	1.19

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS (Cont'd)

	Agts		Emps	
	#	%	#	%
10 months	3	0.47	46	0.10
11 months	3	0.47	310	0.69
12 months	247	38.78	16,071	35.98
13 months	1	0.16	15	0.03
15 months	2	0.31	71	0.16
18 months	16	2.51	1,440	3.22
20 months	1	0.16	4	0.01
24 months	36	5.65	2,238	5.01
30 months	1	0.16	2	0.00
36 months	4	0.63	820	1.84
48 months	2	0.31	260	0.58
72 months	1	0.16	822	1.84
Seniority rights retained for period related to length of service	5	0.78	1,170	2.62
Combination of number of months and length of service	16	2.51	1,409	3.15
Recall rights extended indefinitely	3	0.47	80	0.18
Reference to recall, but no mention of retention of recall or seniority rights	2	0.31	176	0.39
Other	4	0.63	453	1.01

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	149	23.39	11,888	26.62
Discharged for just cause	1	0.16	7	0.02
Termination of employment voluntarily	8	1.26	1,099	2.46
Failure to return to work following notification	6	0.94	1,287	2.88
Combination of discharged for just cause, voluntarily termination and failure to return when notified	463	72.68	29,987	67.14
Sick leave limits exceeded	1	0.16	43	0.10
Lay-off limits exceeded	8	1.26	191	0.43
Other	1	0.16	160	0.36

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	538	84.46	33,539	75.10
Seniority bumping within same department	7	1.10	571	1.28
Seniority bumping within same occupational classification	6	0.94	699	1.57

TABLE 15:

SENIORITY BUMPING (Cont'd)

	Agts		Emps	
	#	%	#	%
Combination of bumping within same department or occupational classification	7	1.10	591	1.32
Seniority bumping with no restrictions	4	0.63	50	0.11
Seniority bumping with restrictions	46	7.22	6,009	13.45
Seniority bumping within bargaining unit	26	4.08	2,907	6.51
Other	3	0.47	296	0.66

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	409	64.21	26,977	60.40
Seniority is retained for a period of up to and including six months	16	2.51	875	1.96
Seniority is retained for more than six months up to and including twelve months	103	16.17	9,095	20.36
Seniority is retained for more than twelve months up to and including eighteen months	11	1.73	715	1.60
Seniority is retained for more than eighteen months up to and including twenty-four months	14	2.20	1,213	2.72
Seniority is retained for more than twenty-four months	5	0.78	734	1.64
Retention is graduated according to length of service	3	0.47	185	0.41
Length not specified or indefinite	70	10.99	4,490	10.05
Not specified in "list of circumstances under which seniority is lost"	4	0.63	358	0.80
Other	2	0.31	20	0.04

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	308	48.35	22,036	49.34
2 hours	1	0.16	12	0.03
4 hours	1	0.16	350	0.78
8 hours	1	0.16	115	0.26
24 hours	3	0.47	426	0.95
36 hours	1	0.16	20	0.04
48 hours	2	0.31	140	0.31
72 hours	1	0.16	50	0.11
2 calendar days	3	0.47	412	0.92
3 calendar days	7	1.10	235	0.53
5 calendar days	7	1.10	649	1.45
7 calendar days	9	1.41	562	1.26

TABLE 17:

NOTICE OF LAY-OFF (Cont'd)

	Agts		Emps	
	#	%	#	%
10 calendar days	5	0.78	222	0.50
14 calendar days	36	5.65	2,928	6.56
21 calendar days	1	0.16	98	0.22
30 calendar days	44	6.91	3,511	7.86
35 calendar days	1	0.16	20	0.04
40 calendar days	1	0.16	24	0.05
60 calendar days	2	0.31	206	0.46
2 working days	1	0.16	4	0.01
3 working days	1	0.16	32	0.07
5 working days	34	5.34	1,499	3.36
7 working days	4	0.63	124	0.28
10 working days	50	7.85	2,753	6.16
15 working days	5	0.78	203	0.45
20 working days	2	0.31	48	0.11
21 working days	1	0.16	7	0.02
1 week	16	2.51	418	0.94
2 weeks	18	2.83	856	1.92
3 weeks	2	0.31	19	0.04
4 weeks	4	0.63	79	0.18
8 weeks	2	0.31	137	0.31
12 weeks	1	0.16	5	0.01
16 weeks	1	0.16	23	0.05
24 weeks	2	0.31	18	0.04
60 weeks	1	0.16	160	0.36
Length of notice varies with length of service	49	7.69	4,867	10.90
Provision exists, but length of notice not specified or cannot be determined	6	0.94	484	1.08
Other	3	0.47	910	2.04

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	206	32.34	12,936	28.96
7 hours	1	0.16	60	0.13
24 hours	1	0.16	80	0.18
48 hours	4	0.63	204	0.46
96 hours	1	0.16	50	0.11
2 calendar days	3	0.47	485	1.09
3 calendar days	16	2.51	617	1.38
5 calendar days	48	7.54	3,392	7.59
6 calendar days	4	0.63	457	1.02
7 calendar days	24	3.77	1,815	4.06
8 calendar days	1	0.16	120	0.27

TABLE 18:

POSTING OF JOB VACANCIES (Cont'd)

	Agts		Emps	
	#	%	#	%
10 calendar days	15	2.35	1,735	3.88
14 calendar days	6	0.94	896	2.01
15 calendar days	35	5.49	2,706	6.06
30 calendar days	1	0.16	10	0.02
2 working days	8	1.26	230	0.51
3 working days	42	6.59	3,370	7.55
4 working days	4	0.63	619	1.39
5 working days	71	11.15	5,201	11.65
6 working days	1	0.16	110	0.25
7 working days	8	1.26	1,685	3.77
10 working days	11	1.73	1,780	3.99
15 working days	2	0.31	63	0.14
1 week	68	10.68	2,892	6.48
2 weeks	4	0.63	208	0.46
7 weeks	1	0.16	3	0.01
Provision exists, but posting period not specified or cannot be determined	51	9.01	2,938	6.58

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	230	36.11	12,023	26.92
Regular rate of the employee	10	1.57	664	1.49
New rate or regular rate of the employee, whichever is the higher at start of transfer	178	27.94	14,227	31.85
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	140	21.98	9,220	20.64
Rate of new occupation, at start of transfer	35	5.49	3,432	7.68
Rate of new occupation, only after specified period of time	13	2.04	1,897	4.25
Other	31	4.87	3,199	7.16

TABLE 20:

INITIAL PRERSENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	50	7.85	4,096	9.17
Employee only	97	15.23	5,160	11.55
Union representative only	27	4.24	1,341	3.00
Employee with or without union representative	436	68.45	33,058	74.02
Union only	11	1.73	482	1.08
Grievance committee only	13	2.04	467	1.05
Other	3	0.47	58	0.13

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	91	14.29	9,460	21.18
24 hours	17	2.67	714	1.60
48 hours	16	2.51	845	1.89
72 hours	3	0.47	100	0.22
2 calendar days	10	1.57	381	0.85
3 calendar days	23	3.61	1,144	2.56
4 calendar days	4	0.63	108	0.24
5 calendar days	21	3.30	2,225	4.98
6 calendar days	1	0.16	78	0.17
7 calendar days	30	4.71	1,551	3.47
10 calendar days	24	3.77	1,517	3.40
14 calendar days	8	1.26	652	1.46
15 calendar days	6	0.94	1,215	2.72
20 calendar days	2	0.31	206	0.46
30 calendar days	5	0.78	377	0.84
1 working day	1	0.16	650	1.46
2 working days	25	3.92	1,107	2.48
3 working days	55	8.63	3,736	8.37
4 working days	6	0.94	358	0.80
5 working days	116	18.21	6,932	15.52
6 working days	3	0.47	180	0.40
7 working days	24	3.77	1,582	3.54
10 working days	68	10.68	5,238	11.73
12 working days	1	0.16	5	0.01
14 working days	8	1.26	109	0.24
15 working days	6	0.94	607	1.36
20 working days	5	0.78	535	1.20
24 working days	1	0.16	100	0.22
25 working days	2	0.31	412	0.92
30 working days	4	0.63	485	1.09
45 working days	1	0.16	13	0.03
1 week	1	0.16	12	0.03
2 weeks	3	0.47	295	0.66
Not specified explicitly	46	7.22	1,733	3.88

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	446	70.02	32,628	73.06
Number of steps in the grievance is reduced	147	23.08	8,240	18.45
Duration of delays between steps is reduced	12	1.88	906	2.03
Combination of reduction of steps and/or duration of delays reduced	31	4.87	2,868	6.42
Other	1	0.16	20	0.04

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	308	48.35	20,563	46.04
Union officials receive time-off without loss of pay for grievance work during regular hours of work	261	40.97	20,312	45.48
Remuneration is for limited number of hours only	4	0.63	317	0.71
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	43	6.75	1,878	4.20
Time-off without loss of pay, but does not state whether during working hours or other	15	2.35	569	1.27
Other	6	0.94	1,023	2.29

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	382	59.97	24,027	53.80
Compensation for total hours	17	2.67	1,427	3.20
Compensation limited to regular hours of work	201	31.55	14,390	32.22
Compensation is for a specific number of hours	17	2.67	898	2.01
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	7	1.10	165	0.37
No compensation	8	1.26	2,542	5.69
Other	5	0.78	1,213	2.72

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	48	7.54	4,516	10.11
Single arbitrator	194	30.46	13,773	30.84
Panel/board of arbitration	151	23.70	7,717	17.28
Single or board of arbitration	244	38.30	18,656	41.77

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	209	32.81	12,939	28.97
Appeal of discharge after dismissal	188	29.51	12,934	28.96
Reimbursement if exonerated after suspension	59	9.26	3,587	8.03
Combination of appeal of discharge and reimbursement if exonerated	181	28.41	15,202	34.04

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	52	8.16	3,953	8.85
4 days per week	2	0.31	50	0.11
5 days per week	430	67.51	25,614	57.35
5.5 days per week	8	1.26	396	0.89
6 days per week	5	0.78	421	0.94
7 days per week	4	0.63	12	0.03
Irregular work week	40	6.29	3,674	8.23
Work days vary for different groups of employees	82	12.87	10,013	22.42
Work days vary for different seasons or other periods	3	0.47	225	0.50
Work days not specified or cannot be determined	10	1.57	285	0.64
Other	1	0.16	19	0.04

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	54	8.48	4,107	9.20
4 hours and 30 minutes per day	2	0.31	5	0.01
6 hours per day	1	0.16	3	0.01
6 hours and 30 minutes per day	1	0.16	750	1.68
6 hours and 45 minutes per day	1	0.16	6	0.01
7 hours per day	15	2.35	476	1.07
7 hours and 30 minutes per day	65	10.20	4,914	11.00
7 hours and 45 minutes per day	1	0.16	82	0.18
7 hours and 50 minutes per day	1	0.16	110	0.25
8 hours per day	303	47.57	17,855	39.98
8 hours and 30 minutes per day	3	0.47	64	0.15
9 hours per day	9	1.41	437	0.98
9 hours and 95 minutes per day	1	0.16	19	0.04
10 hours per day	4	0.63	259	0.58
12 hours per day	5	0.78	52	0.12
14 hours per day	3	0.47	28	0.06
Irregular daily hours	32	5.02	2,962	6.63
Daily hours vary for different groups of employees	106	16.64	11,122	24.90
Daily hours vary fo different seasons or other periods	12	1.88	803	1.80
Daily hours change during term of agreement	3	0.47	149	0.33
Number of hours per day not specified or cannot be determined	14	2.20	440	0.99
Other	1	0.16	19	0.04

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	48	7.54	3,237	7.25
31 hours and 30 minutes per week	1	0.16	3	0.01
32 hours and 30 minutes per week	2	0.31	784	1.76
33 hours and 30 minutes per week	1	0.16	12	0.03
33 hours and 45 minutes per week	1	0.16	6	0.01
35 hours per week	21	3.30	669	1.50
36 hours per week	2	0.31	37	0.08
37 hours and 30 minutes per week	31	4.87	3,243	7.26
37 hours and 50 minutes per week	2	0.31	40	0.09
38 hours and 45 minutes per week	1	0.16	82	0.18
39 hours per week	2	0.31	38	0.09
40 hours per week	311	48.82	17,458	39.09
42 hours per week	4	0.63	160	0.36
42 hours and 30 minutes per week	2	0.31	21	0.05
43 hours per week	1	0.16	35	0.08
44 hours per week	7	1.10	372	0.83
45 hours per week	9	1.41	592	1.33
48 hours per week	5	0.78	2,463	5.51
56 hours per week	1	0.16	6	0.01
Irregular work hours	65	10.20	3,308	7.41
Weekly hours vary for different groups of employees	100	15.70	10,283	23.02
Weekly hours vary for different seasons or other periods	6	0.94	424	0.95
Weekly hours change during term of agreement	2	0.31	88	0.20
Number of hours per day not specified or cannot be determined	10	1.57	460	1.03
Other	2	0.31	841	1.88

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	628	98.59	41,700	93.37
Five day week, variable starting and quitting time	3	0.47	191	0.43
Compressed work week with stated hours	2	0.31	500	1.12
Short work week in part of the operation	2	0.31	80	0.18
Other	2	0.31	2,191	4.91

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	85	13.34	6,691	14.98
1 shift 4 days per week	2	0.31	50	0.11
1 shift 5 days per week	132	20.73	5,268	11.80
1 shift 6 days per week	34	5.34	1,088	2.44
1 shift 7 days per week	20	3.14	502	1.12
2 shifts 5 days per week	21	3.30	926	2.07
2 shifts 6 days per week	9	1.41	760	1.70
2 shifts 7 days per week	12	1.88	551	1.23
3 shifts 5 days per week	46	7.22	3,977	8.90
3 shifts 6 days per week	13	2.04	1,387	3.11
3 shifts 7 days per week	248	38.93	22,674	50.77
4 shifts 5 days per week	1	0.16	100	0.22
4 shifts 7 days per week	2	0.31	21	0.05
Other	12	1.89	667	1.49

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	631	99.06	44,293	99.17
Provision with respect to change in hours of work during slack period	2	0.31	132	0.30
Combination of change in hours and change in type of work during slack period	1	0.16	60	0.13
Other	33	0.47	177	0.40

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	106	16.64	6,147	13.76
Straight time followed by a higher rate	5	0.78	110	0.25
Time and one-half	346	54.32	21,625	48.42
Time and one-half followed by a higher rate	144	22.61	14,600	32.69
Double time	24	3.77	1,075	2.41
Compensation varies for different groups of employees	3	0.47	915	2.05
Other	9	1.41	190	0.43

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	201	31.55	12,066	27.02
Straight time followed by a higher rate	6	0.94	122	0.27
Time and one-half	353	55.42	22,277	49.88
Time and one-half followed by a higher rate	64	10.05	8,273	18.52
Double time	3	0.47	116	0.26
Compensation varies for different groups of employees	2	0.31	815	1.82
Other	8	1.26	993	2.22

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	308	48.35	18,611	41.67
Straight time and/or equivalent time off in lieu	1	0.16	70	0.16
Time and one-half	226	35.48	16,542	37.04
Time and one-half followed by a higher rate	53	8.32	5,779	12.94
Double time	46	7.22	3,464	7.76
Other	3	0.47	196	0.44

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	271	42.54	15,536	34.79
Straight time and/or equivalent time off in lieu	2	0.31	115	0.26
Straight time followed by a higher rate	2	0.31	51	0.11
Time and one-half	78	12.24	4,814	10.78
Time and one-half followed by a higher rate	12	1.88	1,841	4.12
Double time	262	41.13	21,275	47.64
Double time followed by double time and one-half	2	0.31	90	0.20
Other	8	1.26	940	2.10

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	446	70.02	28,151	63.03
Time-off in lieu of overtime pay	175	27.47	14,157	31.70
Banking of overtime credits for cumulative time of	4	0.63	282	0.63
Combination of time off in lieu and/or banking of overtime credits	11	1.73	1,722	3.86
Other	1	0.16	350	0.78

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	500	78.49	31,371	70.24
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	37	5.81	3,908	8.75
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	17	2.67	2,707	6.06
Employee has the right to refuse overtime when others are available to do the work	28	4.40	1,558	3.49
Overtime is mandatory in cases of emergency	13	2.04	970	2.17
Overtime mandatory-specific provision	9	1.41	709	1.59
Right to refuse overtime - specific period of compulsory overtime	9	1.41	1,691	3.79
Right to refuse overtime - special consideration for employees with greater seniority	6	0.94	133	0.30
Overtime is compulsory in special circumstances	13	2.04	1,298	2.91
Other	5	0.78	317	0.71

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	402	63.11	25,296	56.64
Overtime is equitably distributed among employees on a plant-wide basis	15	2.35	830	1.86
Overtime is equitably distributed among employees within a department	12	1.88	2,018	4.52
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	89	13.97	5,888	13.18
Combination of plant-wide, occupation and/or wage bracket, etc.	12	1.88	1,982	4.44
Combination of department, occupation and/or wage bracket, etc.	9	1.41	2,205	4.94
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	36	5.65	3,692	8.27
Overtime is equitably distributed but basis is impossible to determine	51	8.01	2,108	4.72
Other	11	1.73	643	1.44

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	632	99.22	43,930	98.36
$.05 per hour	1	0.16	25	0.06
$.18 per hour	1	0.16	600	1.34
$.25 per hour	2	0.31	17	0.04
$.75 per hour	1	0.16	90	0.20

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	621	97.49	41,232	92.32
$.05 per hour	1	0.16	25	0.06
$.20 per hour	2	0.31	918	2.06
$.24 per hour	1	0.16	60	0.13
$.25 per hour	1	0.16	7	0.02
$.50 per hour	4	0.63	1,230	2.75
$.65 per hour	1	0.16	40	0.09
$.75 per hour	1	0.16	4	0.01
$1.00 per hour	1	0.16	90	0.20
$2.75 per hour	1	0.16	9	0.02
1.5 time rate payment	2	0.31	1,045	2.34
2.0 time rate payment	1	0.16	2	0.00

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	372	58.40	17,543	39.28
$.025 per hour	2	0.31	255	0.57
$.035 per hour	2	0.31	196	0.44
$.038 per hour	1	0.16	1,250	2.80
$.10 per hour	8	1.26	589	1.32
$.12 per hour	2	0.31	515	1.15
$.15 per hour	13	2.04	628	1.41
$.16 per hour	1	0.16	10	0.02
$.18 per hour	1	0.16	150	0.34
$.186 per hour	1	0.16	650	1.46
$.20 per hour	19	2.98	2,211	4.95
$.21 per hour	2	0.31	8	0.02

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT (Cont'd)

	Agts		Emps	
	#	%	#	%
$.25 per hour	16	2.51	914	2.05
$.27 per hour	1	0.16	80	0.18
$.28 per hour	4	0.63	367	0.82
$.29 per hour	1	0.16	65	0.15
$.30 per hour	13	2.04	1,610	3.60
$.31 per hour	2	0.31	116	0.26
$.32 per hour	2	0.31	150	0.34
$.35 per hour	12	1.88	740	1.66
$.37 per hour	1	0.16	48	0.11
$.40 per hour	10	1.57	569	1.27
$.45 per hour	4	0.63	103	0.23
$.50 per hour	2	0.31	41	0.09
$.53 per hour	1	0.16	350	0.78
$.55 per hour	4	0.63	553	1.24
$.56 per hour	1	0.16	206	0.46
$.57 per hour	1	0.16	150	0.34
$.60 per hour	3	0.47	165	0.37
$.75 per hour	1	0.16	300	0.67
$1.00 per hour	1	0.16	20	0.04
$1.75 per shift	1	0.16	27	0.06
$2.00 per shift	4	0.63	842	1.89
$2.25 per shift	1	0.16	5	0.01
$2.45 per shift	1	0.16	75	0.17
$2.50 per shift	1	0.16	12	0.03
$2.55 per shift	93	14.60	7,413	16.60
$2.57 per shift	1	0.16	4	0.01
$2.60 per shift	2	0.31	143	0.32
$3.00 per shift	4	0.63	102	0.23
$3.25 per shift	2	0.31	550	1.23
$3.60 per shift	1	0.16	18	0.04
$4.41 per shift	1	0.16	35	0.08
$4.75 per shift	1	0.16	6	0.01
$5.10 per shift	1	0.16	36	0.08
1.3% of wages	1	0.16	80	0.18
3% of wages	1	0.16	30	0.07
8% of wages	1	0.16	17	0.04
10% of wages	2	0.31	28	0.06
15% of wages	1	0.16	18	0.04
Provision exists, but amount of premium not specified	4	0.63	2,406	5.39
Other	9	1.41	2,263	5.07

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	403	63.27	20,821	46.62
$.03 per hour	2	0.31	255	0.57
$0.35 per hour	1	0.16	96	0.21
$0.55 per hour	1	0.16	1,250	2.80
$.10 per hour	3	0.47	190	0.43
$.15 per hour	5	0.78	523	1.17
$.18 per hour	2	0.31	190	0.43
$.19 per hour	1	0.16	352	0.79
$.20 per hour	16	2.51	1,438	3.22
$.21 per hour	1	0.16	6	0.01
$.23 per hour	1	0.16	40	0.09
$.24 per hour	3	0.47	233	0.52
$.25 per hour	16	2.51	1,507	3.37
$.26 per hour	1	0.16	2	0.00
$.30 per hour	12	1.88	1,611	3.61
$.31 per hour	2	0.31	116	0.26
$.32 per hour	2	0.31	337	0.75
$.35 per hour	9	1.41	720	1.61
$.37 per hour	1	0.16	65	0.15
$.39 per hour	2	0.31	150	0.34
$.40 per hour	8	1.26	601	1.35
$.45 per hour	7	1.10	305	0.68
$.48 per hour	1	0.16	48	0.11
$.50 per hour	6	0.94	278	0.62
$.55 per hour	3	0.47	445	1.00
$.65 per hour	1	0.16	110	0.25
$.70 per hour	1	0.16	50	0.11
$.75 per hour	3	0.47	498	1.12
$.85 per hour	1	0.16	206	0.46
$1.00 per hour	2	0.31	52	0.12
$2.00 per shift	4	0.63	851	1.91
$2.25 per shift	1	0.16	5	0.01
$2.45 per shift	1	0.16	75	0.17
$2.50 per shift	1	0.16	12	0.03
$2.55 per shift	87	13.66	6,266	14.03
$2.60 per shift	1	0.16	120	0.27
$3.00 per shift	3	0.47	90	0.20
$3.25 per shift	1	0.16	135	0.30
$3.50 per shift	1	0.16	23	0.05
$3.60 per shift	2	0.31	41	0.09
$3.75 per shift	1	0.16	7	0.02
$3.83 per shift	1	0.16	142	0.32
$4.41 per shift	1	0.16	35	0.08
$4.70 per shift	1	0.16	4	0.01
$4.75 per shift	1	0.16	6	0.01
$5.10 per shift	1	0.16	36	0.08
1.3% of wages	1	0.16	80	0.18
5% of wages	1	0.16	30	0.07

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
10% of wages	1	0.16	12	0.03
Provision exists, but amount of premium not specified or cannot be determined	2	0.31	2,032	4.55
Other	7	1.10	2,165	4.85

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	611	95.92	42,620	95.43
$.15 per hour	1	0.16	60	0.13
$.20 per hour	1	0.16	95	0.21
$.25 per hour	1	0.16	85	0.19
$.28 per hour	1	0.16	35	0.08
$.30 per hour	3	0.47	455	1.02
$.55 per hour	1	0.16	90	0.20
$.65 per hour	1	0.16	14	0.03
$1.50 per shift	5	0.78	435	0.97
$1.65 per shift	1	0.16	191	0.43
$1.75 per shift	1	0.16	27	0.06
$2.00 per shift	1	0.16	16	0.04
$2.45 per shift	1	0.16	67	0.15
$2.55 per shift	2	0.31	330	0.74
$3.50 per shift	1	0.16	30	0.07
$5.00 per shift	1	0.16	0	0.00
1% of wages	1	0.16	11	0.02
5% of wages	1	0.16	68	0.15
Other	2	0.31	33	0.07

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	616	96.70	40,692	91.11
$.012 per hour	1	0.16	220	0.49
$.035 per hour	1	0.16	96	0.21
$.10 per hour	4	0.63	118	0.26
$.20 per hour	2	0.31	185	0.41
$.30 per hour	1	0.16	600	1.34
$.50 per hour	2	0.31	500	1.12
$.90 per hour	1	0.16	6	0.01
$1.00 per hour	2	0.31	157	0.35
$5.00 per shift	1	0.16	206	0.46

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK (Cont'd)

	Agts		Emps	
	#	%	#	%
10% of wages	1	0.16	0	0.00
1.13 time differential	1	0.16	220	0.49
1.5 time differential	1	0.16	1,250	2.80
Combination of cents per hour and time differential	3	0.47	412	0.92

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	612	96.08	39,747	89.00
$.10 per hour	2	0.31	87	0.19
$.15 per hour	3	0.47	1,407	3.15
$.20 per hour	2	0.31	190	0.43
$.25 per hour	1	0.16	350	0.78
$.30 per hour	3	0.47	990	2.22
$.35 per hour	1	0.16	650	1.46
$.40 per hour	1	0.16	138	0.31
$.50 per hour	1	0.16	19	0.04
$.60 per hour	1	0.16	50	0.11
$.75 per hour	2	0.31	330	0.74
$1.00 per hour	1	0.16	12	0.03
$2.00 per shift	1	0.16	82	0.18
1.25 time differential	2	0.31	440	0.99
Provision exists, but amount of premium not specified or cannot be determined	1	0.16	25	0.06
Other	3	0.47	145	0.32

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	602	94.51	41,748	93.48
More than one days work but less than one week or equivalent wage guarantee	3	0.47	230	0.51
Weekly work or wage guarantee	31	4.87	2,678	6.00
Monthly work or wage guarantee	1	0.16	6	0.01

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	435	68.29	28,408	63.61
One hour of work	4	0.63	74	0.17
Two hours of work	20	3.14	2,194	4.91
Three hours of work	15	2.35	1,375	3.08
Four hours of work	94	14.76	7,843	17.56
Five hours of work	1	0.16	35	0.08
Six hours of work	2	0.31	269	0.60
Seven hours of work	1	0.16	60	0.13
Eight hours of work	48	7.54	2,582	5.78
Guarantee varies depending on whether or not employee is put to work	11	1.73	1,312	2.94
Guarantee varies for different groups of employees	2	0.31	42	0.09
Other	4	0.63	468	1.05

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	173	27.16	10,724	24.01
Straight time for 2 hours	6	0.94	426	0.95
Straight time for 2 hours followed by straight time	1	0.16	13	0.03
Straight time for 3 hours	39	6.12	2,130	4.77
Straight time for 3 hours followed by time and one-half	8	1.26	1,280	2.87
Straight time for 3 hours followed by applicable overtime rate	4	0.63	167	0.37
Straight time for 4 hours	105	16.48	8,703	19.49
Straight time for 4 hours followed by straight time	1	0.16	70	0.16
Straight time for 4 hours followed by time and one-half	81	12.72	5,188	11.62
Straight time for 4 hours followed by double time	2	0.31	80	0.18
Straight time for 4 hours followed by applicable overtime rate	69	10.83	5,259	11.78
Straight time for 5 hours	1	0.16	10	0.02
Straight time for 5 hours followed by time and one-half	2	0.31	225	0.50
Straight time for 6 hours	1	0.16	350	0.78
Straight time for 6 hours followed by time and one-half	1	0.16	300	0.67
Time and one-half for 2 hours	9	1.41	208	0.47
Time and one-half for 2 hours followed by time and one-half	1	0.16	98	0.22
Time and one-half for 3 hours	33	5.18	935	2.09
Time and one-half for 4 hours	30	4.71	3,012	6.74
Time and one-half for 4 hours followed by straight time	1	0.16	257	0.58
Double time for 3 hours	2	0.31	65	0.15
Double time for 4 hours	3	0.47	985	2.21

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE (Cont'd)

	Agts		Emps	
	#	%	#	%
Applicable overtime rate for 0 hours	5	0.78	137	0.31
Applicable overtime rate for 2 hours	9	1.41	303	0.68
Applicable overtime rate for 3 hours	15	2.35	1,462	3.27
Applicable overtime rate for 4 hours	23	3.61	1,781	3.99
Applicable overtime rate for 4 hours followed by time and one-half	1	0.16	30	0.07
Applicable overtime rate for 4 hours followed by the applicable overtime rate	2	0.31	96	0.21
Other	9	1.41	368	0.82

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	506	79.43	34,031	76.20
Two hours pay or less	3	0.47	164	0.37
More than two hours pay but less than four	3	0.47	166	0.37
More than four hours pay	5	0.78	826	1.85
Flat amount per hour	6	0.94	420	0.94
Flat amount per day	90	14.13	7,283	16.31
Percentage of hourly rate	1	0.16	352	0.79
Stand by at applicable overtime rate	2	0.31	70	0.16
Other	21	3.30	1,350	3.02

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	590	92.62	40,961	91.71
Compensation for full shift - machinery breakdown	1	0.16	23	0.05
Compensation for full shift - weather conditions	11	1.73	995	2.23
Compensation for one-half shift - machinery breakdown	3	0.47	200	0.45
Compensation for one-half shift - weather conditions	8	1.26	332	0.74

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS (Cont'd)

	Agts		Emps	
	#	%	#	%
Combination for full shift - machinery breakdown and weather conditions	1	0.16	120	0.27
Combination for one-half shift - machinery breakdown and weather conditions	7	1.10	872	1.95
Other	16	2.51	1,159	2.60

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	519	81.48	34,193	76.56
Paid travel time	5	0.78	1,327	2.97
Paid transportation or allowance	111	17.43	9,116	20.41
Other	2	0.31	26	0.06

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	620	97.33	40,118	89.83
Paid travel time	2	0.31	222	0.50
Paid transportation or allowance	14	2.20	4,257	9.53
Other	1	0.16	65	0.15

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	575	90.27	36,764	82.32
Paid travel time	9	1.41	2,140	4.79
Paid transportation or allowance	52	8.16	5,741	12.85
Other	1	0.16	17	0.04

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	550	86.34	35,472	79.42
Travel pay provision	7	1.10	475	1.06
Meal allowance	8	1.26	395	0.88
Transportation allowance	11	1.73	516	1.16
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	61	9.58	7,804	17.47

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	572	89.80	39,593	88.65
$.10 per mile	2	0.31	76	0.17
$.12 per mile	1	0.16	8	0.02
$.23 per mile	1	0.16	95	0.21
$.25 per mile	1	0.16	135	0.30
$.26 per mile	2	0.31	64	0.14
$.27 per mile	3	0.47	131	0.29
$.28 per mile	2	0.31	51	0.11
$.29 per mile	4	0.63	91	0.20
$.30 per mile	5	0.78	174	0.39
$.32 per mile	3	0.47	240	0.54
$.34 per mile	7	1.10	414	0.93
$.35 per mile	2	0.31	160	0.36
$.36 per mile	1	0.16	73	0.16
$.37 per mile	2	0.31	26	0.06
$.38 per mile	1	0.16	100	0.22
$.382 per mile	2	0.31	41	0.09
$.39 per mile	1	0.16	6	0.01
$.423 per mile	1	0.16	17	0.04
$.45 per mile	1	0.16	25	0.06
$.48 per mile	2	0.31	21	0.05
Varies with distance	3	0.47	148	0.33
Other	18	2.83	2,973	6.66

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	54	8.48	3,972	8.89
5 full holidays	4	0.63	123	0.28
6 full holidays	5	0.78	150	0.34
7 full holidays	6	0.94	185	0.41
8 full holidays	13	2.04	1,467	3.28
9 full holidays	88	13.81	5,678	12.72
9 full holidays and 1 half holiday	6	0.94	235	0.53
10 full holidays	141	22.14	7,494	16.78
10 full holidays and 1 half holiday	11	1.73	556	1.24
10 full holidays and 2 half holidays	7	1.10	137	0.31
10 full holidays and 5 half holidays	1	0.16	135	0.30
11 full holidays	233	36.58	17,358	38.87
11 full holidays and 1 half holiday	19	2.98	2,745	6.15
11 full holidays and 2 half holidays	9	1.41	419	0.94
11 full holidays and 3 half holidays	1	0.16	29	0.06
11 full holidays and 5 half holidays	3	0.47	1,450	3.25
12 full holidays	20	3.14	1,498	3.35
12 full holidays and 1 half holidays	3	0.47	77	0.17
12 full holidays and 2 half holidays	6	0.94	179	0.40
12 full holidays and 3 half holidays	1	0.16	6	0.01
13 full holidays	4	0.63	605	1.35
14 full holidays	1	0.16	162	0.36
Provision exists but number of paid holidays not specified or cannot be determined	1	0.16	2	0.00

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	553	86.81	36,222	81.10
3 calendar days	1	0.16	10	0.02
15 calendar days	1	0.16	46	0.10
20 calendar days	1	0.16	70	0.16
30 calendar days	24	3.77	2,004	4.49
45 calendar days	2	0.31	163	0.36
60 calendar days	4	0.63	248	0.56
90 calendar days	2	0.31	27	0.06
5 working days	2	0.31	273	0.61
10 working days	2	0.31	140	0.31
15 working days	8	1.26	517	1.16
30 working days	16	2.51	1,388	3.11
38 working days	1	0.16	60	0.13
45 working days	1	0.16	54	0.12
60 working days	5	0.78	510	1.14
65 working days	1	0.16	90	0.20

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE (Cont'd)

	Agts		Emps	
	#	%	#	%
90 working days	2	0.31	18	0.04
4 weeks	3	0.47	147	0.33
8 weeks	2	0.31	330	0.74
12 weeks	1	0.16	50	0.11
24 weeks	1	0.16	2,000	4.48
26 weeks	1	0.16	50	0.11
Provision exists, but length of service required not specified or cannot be determined	2	0.31	145	0.32
Other	1	0.16	100	0.22

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	288	45.21	17.414	38.99
Employee must have worked the last scheduled working day before	3	0.47	687	1.54
Employee must have worked the next scheduled working day after	3	0.47	24	0.05
Employee must have worked both the last working day before and the next working day after	322	50.55	22,903	51.28
Employee must have worked either the last working day before or the next working day after	4	0.63	188	0.42
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	13	2.04	3,085	6.91
Other	4	0.63	361	0.81

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	354	55.57	20,889	46.77
No working day off with pay or no extra days pay	2	0.31	208	0.47
Working day off with pay	67	10.52	5,857	13.11
Extra days pay	17	2.67	892	2.00
Working day off or extra days pay	50	7.85	4,230	9.47
Provision applies to some of the paid statutory holidays or general holidays only	2	0.31	48	0.11
Observe on following Monday, preceding Friday or day proclaimed by government	140	21.98	12,248	27.42
Other	5	0.78	290	0.65

TABLE: 61

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	327	51.33	18,196	40.74
No working day off with pay or no extra days pay	3	0.47	268	0.60
Working day off with pay	61	9.58	4,769	10.68
Extra days pay	16	2.51	504	1.13
Working day off or extra days pay	45	7.06	3,896	8.72
Provision applies to some of the paid statutory holidays or general holidays only	2	0.31	48	0.11
Observe on following Monday, preceding Friday or day proclaimed by government	178	27.94	16,691	37.37
Other	5	0.78	290	0.65

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	127	19.94	11,700	26.20
Straight time	77	12.09	3,038	6.80
Straight time followed by time and one-half	1	0.16	2	0.00
Straight time followed by time and one-half, followed by double time	2	0.31	105	0.24
Time and one-half	242	37.99	14,247	31.90
Time and one-half followed by double time	6	0.94	681	1.52
Time and one-half followed by double time, followed by double time and one-half	2	0.31	1,014	2.27
Double time followed by double time and one-half	2	0.31	198	0.44
Double time	159	24.96	10,866	24.33
Double time followed by triple time	1	0.16	257	0.58
Provision exists, but amount of pay not specified or cannot be determined	2	0.31	121	0.27
Other	16	2.51	2.433	5.45

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	629	98.74	44,495	99.63
1 full holiday	2	0.31	87	0.19
3 full holidays	5	0.78	68	0.15
8 full holidays	1	0.16	12	0.03

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	627	98.43	44,294	99.18
Straight time	5	0.78	98	0.22
Time and one-half	1	0.16	28	0.06
Double time	1	0.16	96	0.21
Double time followed by double time and one-half	3	0.47	146	0.33

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	169	26.53	8,472	18.97
Shut down of plant during vacation period	2	0.31	37	0.08
Any provision conferring any right for the employee to select his vacation	444	69.70	30,527	68.35
Combination of shut down and/or any right for the employee to select his vacation	19	2.98	5,453	12.21
Shut down of the plant at employer option	2	0.31	160	0.36
Other	1	0.16	13	0.03

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	86	13.50	7,330	16.41
1 year of service	219	34.38	14,634	32.77
2 years of service	30	4.71	1,987	4.45
3 years of service	40	6.28	3,876	8.68
4 years of service	30	4.71	2,366	5.30
5 years of service	179	28.10	11,150	24.97
6 years of service	16	2.51	1,952	4.37
7 years of service	8	1.26	164	0.37
8 years of service	6	0.94	185	0.41
9 years of service	1	0.16	52	0.12
10 years of service	13	2.04	420	0.94
12 years of service	1	0.16	12	0.03
Length of service varies for different groups of employees	3	0.47	40	0.09
Length of service specified as hours, shifts, days or weeks worked	5	0.78	494	1.11

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	102	16.01	6,755	15.12
1 year of service	15	2.35	1,340	3.00
2 years of service	3	0.47	157	0.35
4 years of service	42	6.59	3,002	6.72
5 years of service	59	9.26	3,279	7.34
6 years of service	3	0.47	155	0.35
7 years of service	9	1.41	227	0.51
8 years of service	23	3.61	1,078	2.41
9 years of service	27	4.24	2,471	5.53
10 years of service	165	25.90	13,218	29.60
11 years of service	16	2.51	881	1.97
12 years of service	62	9.73	4,378	9.80
13 years of service	22	3.45	1,581	3.54
14 years of service	9	1.41	1,119	2.51
15 years of service	52	8.16	3,254	7.29
16 years of service	4	0.63	69	0.15
17 years of service	1	0.16	15	0.03
18 years of service	4	0.63	463	1.04
20 years of service	9	1.41	486	1.09
25 years of service	2	0.31	188	0.42
Length of service varies for different groups of employees	4	0.63	103	0.23
Length of service specified as hours, shifts, days or weeks worked	4	0.63	443	0.99

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	282	44.27	15,984	35.79
5 years of service	1	0.16	96	0.21
6 years of service	2	.31	25	0.06
10 years of service	15	2.35	1,296	2.90
12 years of service	12	1.88	296	0.66
14 years of service	2	0.31	203	0.45
15 years of service	22	3.45	915	2.05
16 years of service	2	0.31	166	0.37
17 years of service	5	0.78	320	0.72
18 years of service	118	18.52	8,484	19.00
19 years of service	2	0.31	300	0.67
20 years of service	99	15.54	8,969	20.08
21 years of service	14	2.20	1,494	3.35
22 years of service	17	2.67	886	1.98
23 years of service	11	1.73	2,683	6.01

TABLE 68:

PAID VACATIONS - FIVE WEEKS (Cont'd)

	Agts		Emps	
	#	%	#	%
24 years of service	4	0.63	740	1.66
25 years of service	18	2.83	960	2.15
26 years of service	1	0.16	37	0.08
27 years of service	2	0.31	32	0.07
28 years of service	1	0.16	13	0.03
30 years of service	4	0.63	379	0.85
Length of service varies for different groups of employees	1	0.16	20	0.04
Length of service specified as hours, shifts, days or weeks worked	2	0.31	364	0.82

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	565	88.70	34,468	77.18
15 years of service	2	0.31	22	0.05
18 years of service	1	0.16	800	1.79
20 years of service	15	2.35	591	1.32
25 years of service	12	1.88	1,531	3.43
27 years of service	7	1.10	1,209	2.71
29 years of service	2	0.31	21	0.05
30 years of service	28	4.40	5,493	12.30
33 years of service	1	0.16	32	0.07
35 years of service	3	0.47	300	0.67
Length of service specified as hours, shifts, days or weeks	1	0.16	195	0.44

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	621	97.49	42,101	94.27
3 years of service	1	0.16	50	0.11
20 years of service	1	0.16	12	0.03
25 years of service	4	0.63	155	0.35
31 years of service	2	0.31	900	2.02
35 years of service	7	1.10	1,384	3.10
45 years of service	1	0.16	60	0.13

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	632	99.22	44,401	99.42
1 year of service	1	0.16	206	0.46
30 years of service	3	0.47	11	0.02
50 years of service	1	0.16	44	0.10

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	634	99.53	44,651	99.98
Other	3	0.47	11	0.02

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	470	73.78	30,917	69.22
With limit	50	7.85	4,941	11.06
Without limit	5	0.78	1,049	2.35
Carry-over specifically prohibited	110	17.27	7,493	16.78
Other	2	0.31	262	0.59

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	612	96.08	39,116	87.58
Vacation extended at regular intervals of years service	4	0.63	192	0.43
Vacation extended in certain anniversary employment years	7	1.10	914	2.05
Vacation extended if regular allowance taken in specified period of time of year	9	1.41	4,021	9.00
Vacation extended for employees of pre-retirment age	1	0.16	350	0.78
Other	4	0.63	69	0.15

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	581	91.21	40,054	89.68
Provision for vacation bonus	25	3.92	2,616	5.86
Provision for year end bonus or Christmas bonus	24	3.77	591	1.32
Provision for both vacation bonus, year end/or Christmas bonus	1	0.16	324	0.73
Other	6	0.94	1,077	2.41

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	255	40.03	16,039	35.91
Another working day off with pay	282	44.27	20,449	45.79
Extra days pay	17	2.67	3,024	6.77
Either working day off with pay or extra days pay	79	12.40	5,020	11.24
Other	4	0.63	130	0.29

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	591	92.78	40,256	90.13
Provision exists	46	7.22	4,406	9.87

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	77	12.09	5,865	13.13
1 day	6	0.94	467	1.05
2 days	6	0.94	133	0.30
3 days	256	40.19	18,260	40.88
4 days	42	6.59	1,827	4.09
5 days	194	30.46	13,201	29.56
6 days	5	0.78	382	0.86
7 days	1	0.16	48	0.11
10 days	1	0.16	30	0.07
Not specified or cannot be determined	11	1.73	1,493	3.34
Other	38	5.97	2,956	6.62

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	241	37.83	17,605	39.42
1 day	251	39.40	14,984	33.55
2 days	18	2.83	1,046	2.34
3 days	100	15.70	7,007	15.69
5 days	1	0.16	300	0.67
Not specified or cannot be determined	6	0.94	303	0.68
Other	20	3.14	3,417	7.65

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	622	97.65	43,586	97.59
1 day	4	0.63	108	0.24
2 days	6	0.94	690	1.54
3 days	5	0.78	278	0.62

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	588	92.31	39,202	87.77
1 day	37	5.81	3,018	6.76
2 days	6	0.94	997	2.23
4 days	2	0.31	411	0.92
5 days	2	0.31	42	0.09
42 days	1	0.16	170	0.38
Not specified or cannot be determined	1	0.16	822	1.84

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	595	93.41	39,243	87.87
2 days	4	0.63	178	0.40
3 days	2	0.31	65	0.15
5 days	6	0.94	969	2.17
42 days	2	0.31	68	0.15

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION (Cont'd)

	Agts		Emps	
	#	%	#	%
30 days	2	0.31	68	0.15
Additional weeks if required	18	2.83	2,147	4.81
Provision exists, but not specified or cannot be determined if paid or unpaid	8	1.26	1,757	3.93
Other	1	0.16	65	0.15

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	288	45.21	17,270	38.67
Employee receives regular pay plus jury duty fees	6	0.94	204	0.46
Employee receives the difference between regular pay and jury fees	307	48.19	23,775	53.23
Employee receives part of the difference between regular pay and jury fees	5	0.78	287	0.64
Employee receives a fixed amount	9	1.41	569	1.27
Employee receives regular pay	13	2.04	2,087	4.67
Provision exists, but amount of pay not specified or cannot be determined	1	0.16	35	0.08
Other	8	1.26	435	0.97

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	478	75.04	31,731	71.05
Employee receives regular pay	45	7.06	3,775	8.45
Employee receives a percentage of regular pay	4	0.63	1,066	2.39
Provision exists, but no mention whether leave is paid or unpaid	13	2.04	1,156	2.59
Unpaid leave of absence	64	10.05	4,354	9.75
Leave of absence for writing examinations, whether paid or unpaid	29	4.55	2,383	5.34
Other	4	0.63	197	0.44

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	629	98.74	43,273	96.89
Leave paid	8	1.26	1,389	3.11

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	192	30.14	13,045	29.21
Provision for unpaid leave of absence	365	57.30	23,667	52.99
Provision for paid leave of absence (whole or in part)	51	8.01	4,329	9.69
Provision for leave of absence, but not mentioned if paid or unpaid	26	4.08	3,550	7.95
Full time union job - unpaid	2	0.31	60	0.13
Other	1	0.16	11	0.02

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	252	39.56	17,404	38.97
1 month	16	2.51	950	2.13
2 months	4	0.63	273	0.61
3 months	25	3.92	1,660	3.72
4 months	1	0.16	5	0.01
6 months	21	3.30	801	1.79
12 months	17	2.67	863	1.93
17 months	1	0.16	73	0.16
24 months	2	0.31	62	0.14
28 months	2	0.31	35	0.08
30 months	1	0.16	10	0.02
36 months	1	0.16	160	0.36
Less than one month	19	2.98	1,398	3.13
Unspecified or cannot be determined	272	42.70	20,497	45.89
Other	3	0.47	471	1.05

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	478	75.04	31,151	69.75
Provision	159	24.96	13,511	30.25

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	396	62.17	26,987	60.42
1 month of service the employee must complete to qualify for maternity leave	5	0.78	408	0.91
2 months of service the employee must complete to qualify for maternity leave	2	0.31	27	0.06
6 months of service the employee must complete to qualify for maternity leave	9	1.41	513	1.15
9 months of service the employee must complete to qualify for maternity leave	3	0.47	120	0.27
10 months of service the employee must complete to qualify for maternity leave	2	0.31	203	0.45
12 months of service the employee must complete to qualify for maternity leave	207	32.50	14,411	32.27
Length of service required varies for different groups of employees	1	0.16	40	0.09
Provision exists, but length of service required not specified or cannot be determined	7	1.10	1,442	3.23
Other	5	0.78	511	1.14

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	356	55.89	21,148	47.35
12 weeks granted for maternity leave	3	0.47	280	0.63
15 weeks granted for maternity leave	1	0.16	350	0.78
16 weeks granted for maternity leave	5	0.78	310	0.69
17 weeks granted for maternity leave	124	19.47	8.325	18.64
18 weeks granted for maternity leave	5	0.78	430	0.96
20 weeks granted for maternity leave	34	5.34	2,846	6.37
21 weeks granted for maternity leave	2	0.31	203	0.45
22 weeks granted for maternity leave	1	0.16	22	0.05
23 weeks granted for maternity leave	1	0.16	27	0.06
24 weeks granted for maternity leave	18	2.83	1,067	2.39
26 weeks granted for maternity leave	15	2.35	1,103	2.47

TABLE 90:

MATERNITY LEAVE - LENGTH OF (Cont'd)

	Agts		Emps	
	#	%	#	%
28 weeks granted for maternity leave	43	6.75	3,078	6.89
32 weeks granted for maternity leave	3	0.47	335	0.75
35 weeks granted for maternity leave	1	0.16	10	0.02
36 weeks granted for maternity leave	5	0.78	412	0.92
52 weeks granted for maternity leave	10	1.57	3,085	6.91
Provision exists, but length of leave not specified or cannot be determined	9	1.41	1,496	3.35
Other	1	0.16	135	0.30

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	372	58.40	22,839	51.14
Seniority retained up to time maternity leave begins	220	34.54	18,717	41.91
Seniority accumulates during entire maternity leave	31	4.87	1,172	2.62
Seniority accumulated up to a certain period then retained afterwards	3	0.47	47	0.11
Provision exists, but no reference to seniority status	8	1.26	1,566	3.51
Other	3	0.47	321	0.72

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	369	57.93	21,882	48.99
Leave of absence without loss of pay	12	1.88	1,743	3.90
Leave of absence with loss of pay	234	36.73	18,344	41.07
Combination of with and without loss of pay	2	0.31	35	0.08
Leave of absence - use of sick leave (with or without specified maximum)	2	0.31	64	0.14
Leave of absence - weekly indemnity or group insurance plan	3	0.47	820	1.84
Unemployment insurance maternity benefits only	9	1.41	267	0.60
Provision mentioned, details not specified cannot be determined	4	0.63	1,356	3.04
Other	2	0.31	151	0.34

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	326	51.18	19,683	44.07
$2.08 for meal allowance	1	0.16	25	0.06
$2.90 for meal allowance	1	0.16	49	0.11
$3.50 for meal allowance	2	0.31	28	0.06
$3.75 for meal allowance	2	0.31	67	0.15
$4.00 for meal allowance	4	0.63	130	0.29
$4.50 for meal allowance	3	0.47	88	0.20
$5.00 for meal allowance	4	0.63	607	1.36
$5.75 for meal allowance	1	0.16	3	0.01
$6.00 for meal allowance	2	0.31	458	1.03
$6.50 for meal allowance	1	0.16	20	0.04
$6.75 for meal allowance	1	0.16	35	0.08
$7.00 for meal allowance	1	0.16	20	0.04
$25.20 for meal allowance	1	0.16	70	0.16
Paid meal period	62	9.73	3,466	7.76
Combination of meal allowance and/or paid meal period	2	0.31	115	0.26
Employee works beyond his scheduled hours or for special circumstances	216	33.91	19,482	43.62
Provision exists, but no details given	2	0.31	29	0.06
Other	5	0.78	287	0.64

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	587	92.15	36,500	81.72
One period of 3 minutes duration	2	0.31	2,650	5.93
One period of 5 minutes duration	13	2.04	1,052	2.36
One period of 10 minutes duration	10	1.57	1,837	4.11
One period of 15 minutes duration	6	0.94	497	1.11
Two periods of 5 minutes duration	12	1.88	366	0.82
Two periods of 10 minutes duration	1	0.16	13	0.03
Two periods of 30 minutes duration	1	0.16	20	0.04
One period of 5 minutes at mid shift meal and one period of 10 minutes at end of shift	1	0.16	1,250	2.80
Time not specified	2	0.31	37	0.08
Other	2	0.31	440	0.99

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	276	43.33	18,993	42.53
One a day 10 minutes	4	0.63	559	1.25
Once a day 15 minutes	1	0.16	12	0.03
Once a day 20 minutes	1	0.16	40	0.09
Once a day 30 minutes	1	0.16	30	0.07
Twice a day 15 minutes	1	0.16	109	0.24
Twice a day 20 minutes	64	10.05	5,439	12.18
Twice a day 25 minutes	1	0.16	24	0.05
Twice a day 30 minutes	244	38.30	16,615	37.20
Twice a day 35 minutes	1	0.16	185	0.41
Twice a day 40 minutes	6	0.94	789	1.77
Twice a day 60 minutes	2	0.31	68	0.15
Three times a day 30 minutes	4	0.63	174	0.39
Three times a day 36 minutes	1	0.16	257	0.58
Three times a day 40 minutes	1	0.16	80	0.18
Three times a day 45 minutes	15	2.35	688	1.54
Time not stated, or cannot be determined	10	1.57	265	0.59
Other	4	0.63	335	0.75

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	384	60.28	25,907	58.01
Work clothing and uniform provided by employer at no cost to employee	121	19.00	10,348	23.17
Work clothing and uniform provided at some cost to the employee	18	2.83	836	1.87
Work clothing replaced at no cost to employee	3	0.47	163	0.36
Work clothing replaced at some cost to employee	1	0.16	120	0.27
Monetary allowance provided for purchase of work clothing	16	2.51	636	1.42
Provided and replaced by employer	35	5.49	2,480	5.55
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	58	9.11	4,132	9.25
Provision exists, details not specified or cannot be determined	1	0.16	40	0.09

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	322	50.55	21,761	48.72
Safety equipment supplied at no cost to employee	169	26.53	12,176	27.26
Safety equipment supplied at some cost to employee	7	1.10	531	1.19
Monetary allowance provided for purchase of safety equipment	25	3.92	1,539	3.45
Replaced at no cost	1	0.16	40	0.09
Provided and replaced by employer	29	4.55	3,304	7.40
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	80	12.56	5,187	11.61
Provision exists, no details given	3	0.47	99	0.22
Other	1	0.16	25	0.06

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	561	88.07	37,474	83.91
Tools supplied at no cost to employee	34	5.34	1,867	4.18
Tools replaced at some cost to employee	3	0.47	157	0.35
Tools replaced at no cost to employee	3	0.47	425	0.95
Monetary allowance provided for purchase of tools	24	3.77	1,923	4.31
Provided and replaced by employer	11	1.73	1,566	3.51
Combination of supplied at no cost, some cost, replaced at no cost, some cost, allowance for, provided & replaced	1	0.16	1,250	2.80

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	436	68.45	26,574	59.50
Training on the job	103	16.17	6,724	15.06
Apprenticeship program	25	3.92	2,949	6.60
Tuition and financial assistance	20	3.14	1,796	4.02
Combination of training on the job and/or apprenticeship program	12	1.88	1,010	2.26
Combination of training on the job and/or tuition and financial assistance	10	1.57	1,184	2.65
Combination of apprenticeship program and/or tuition and financial assistance	4	0.63	165	0.37
Combintion of training on the job, apprenticeship program and/or tuition and financial assistance	8	1.26	1,911	4.28
Provision exists, but no details given	15	2.35	2,159	4.83
Other	4	0.63	190	0.43

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	272	42.70	16,124	36.10
Provision exists for safety program	184	28.89	10,457	23.41
Safety committee	102	16.01	8,537	19.11
Pay for safety committee	5	0.78	477	1.07
Combination of safety program, safety committee and/or pay for safety committee	68	10.68	8,821	19.75
Provision exists, no details given	6	0.94	246	0.55

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	598	93.88	41,664	93.29
$.09 per hour	1	0.16	40	0.09
$.10 per hour	1	0.16	15	0.03
$.25 per hour	1	0.16	156	0.35
$1.80 per hour	1	0.16	120	0.27
$75.00 per year	1	0.16	211	0.47
$150.00 per year	1	0.16	83	0.19
$180.00 per year	6	0.94	691	1.55
$200.00 per year	1	0.16	4	0.01
$240.00 per year	1	0.16	27	0.06
$250.00 per year	1	0.16	73	0.16
$300.00 per year	2	0.31	87	0.19
$400.00 per year	1	0.16	35	0.08
$480.00 per year	2	0.31	266	0.60
$500.00 per year	2	0.31	18	0.04
$800.00 per year	2	0.31	25	0.06
$1,000.00 per year	2	0.31	96	0.21
Provision exists, no details given	1	0.16	60	0.13
Other	12	1.88	991	2.22

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	605	94.98	43,523	97.45
Legal defence provided - 3rd party action	32	5.02	1,139	2.55

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	621	97.49	43,007	96.29
Moonlighting permitted - no moonlighting if such work interferes with regular work of employees	7	1.10	1,485	3.32
Moonlighting prohibited	3	0.47	50	0.11
Moonlighting permitted with restrictions other than interferring with regular work of employees	6	0.94	120	0.27

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	494	77.55	32,711	73.24
Contracting-out permitted	9	1.41	1,126	2.52
Contracting-out prohibited	44	6.91	2,098	4.70
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	68	10.68	5,238	11.73
Combination of non-union employer and/or lay-off or failure to recall members of bargaining unit	2	0.31	1,262	2.83
Prohibited except on specialized jobs	6	0.94	1,324	2.96
Provision exists, but no details given	2	0.31	105	0.24
Other	12	1.88	798	1.79

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	606	95.13	42,957	96.18
Wage re-opener	15	2.35	391	0.88
Non-wage re-opener clause only	4	0.63	644	1.44
Combination of wage re-opener and/or non-wage re-opener only	7	1.10	403	0.90
Provision exists no details given	3	0.47	229	0.51
Other	2	0.31	38	0.09

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	594	93.25	36,635	82.03
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	5	0.78	1,951	4.37
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	32	5.02	3,620	8.11
Retraining of older and/or handicapped worker	1	0.16	1,250	2.80
Combination of transfer, transfer if available, retraining and/or special seniority rights in lay-off and recall	1	0.16	162	0.36
Other - e.g., hiring of older workers	4	0.63	1,044	2.34

TABLE 107:

LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	336	52.75	20,941	46.89
Provision exists	301	47.25	23,721	53.11

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	174	27.32	11,500	25.75
Provision exists	463	72.68	33,162	74.25

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	617	96.86	41,856	93.72
Provision exists	20	3.14	2,806	6.28

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	166	26.06	14,351	32.13
Union membership	58	9.11	5,220	11.69
Race, religion	1	0.16	5	0.01
Race, religion, sex, age	4	0.63	314	0.70
Race, religion, union membership	69	10.83	2,894	6.48
Race, religion, union membership, sex	30	4.71	962	2.15
Race, religion, union membership, age	1	0.16	25	0.06
Race, religion, union membership, sex, age	14	2.20	737	1.65
Race, religion, nationality	2	0.31	153	0.34
Race, religion, nationality, union membership	7	1.10	955	2.14
Race, religion, nationality, sex	9	1.41	791	1.77
Race, religion, nationality, union membership, sex	17	2.67	955	2.14
Race, religion, nationality, union membership, sex, age	12	1.88	500	1.12
Race, religion, nationality, sex, age	1	0.16	12	0.03
Race, religion, union membership, marital status	1	0.16	34	0.08
Race, religion, union membership, sex, marital status	4	0.63	65	0.15
Race, religion, union membership, age, sex, marital status	1	0.16	162	0.36
Race, religion, nationality, marital status	7	1.10	351	0.79
Race, religion, nationality, sex, marital status	1	0.16	96	0.21
Race, religion, nationality, sex, age, marital status	1	0.16	100	0.22
Race, religion, nationality, union membership, sex, age, marital status	140	21.98	10,531	23.58
Race, religion, nationality, union membership, marital status	2	0.31	116	0.26
Race, religion, nationality, union membership, sex, marital status	80	12.56	4,640	10.39
Discrimination prohibited but types of discrimination not specified	4	0.63	87	0.19
Other	5	0.78	606	1.36

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	352	55.26	19,126	42.82
Compensation payable is the difference between Worker's compensation and regular salary	207	32.50	20,450	45.79
Compensation while injured employee claim is being settled by Worker's Compensation Board	5	0.78	390	0.87
Other form of supplementary payment	4	0.63	406	0.91
Full compensation by employer, when off work due to injury on the job	6	0.94	264	0.59
Provision exists, no details given	61	9.58	3,864	8.65
Other	2	0.31	162	0.36

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	432	67.82	28,940	64.80
2 days per week	4	0.63	215	0.48
5 days per week	4	0.63	289	0.65
Irregular hours	38	5.97	1,769	3.96
Provision exists, no details given	158	24.80	13,424	30.06
Other	1	0.16	25	0.06

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	434	68.13	28,788	64.46
4 hours and 30 minutes	1	0.16	22	0.05
5 hours	2	0.31	256	0.57
7 hours	2	0.31	245	0.55
7 hours and 30 minutes	1	0.16	51	0.11
8 hours	8	1.26	629	1.41
Irregular hours	39	6.12	1,866	4.18
Provision exists, no details given	149	23.40	12,780	28.61
Other	1	0.16	25	0.06

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	397	62.32	27,682	61.98
20 hours	8	1.26	1,656	3.71
22 hours and 30 minutes	1	0.16	22	0.05
24 hours	28	4.40	1,142	2.56
25 hours	3	0.47	276	0.62
28 hours	1	0.16	16	0.04
30 hours	5	0.79	124	0.28
32 hours	2	0.31	26	0.06
34 hours	2	0.31	23	0.05
35 hours	1	0.16	22	0.05
37 hours ad 30 minutes	3	0.47	955	2.14
Irregular hours	22	3.45	1,037	2.32
Provision exists, no details given	162	25.43	10,834	24.26
Other	2	0.31	847	1.90

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	495	77.71	32,575	72.94
Provision for health and welfare benefits	2	0.31	51	0.11
Provision for sick leave benefits	56	8.79	4,666	10.45
Provision for pension benefits	1	0.16	42	0.09
Combination of health and welfare benefits and sick leave benefits	36	5.65	1,593	3.57
Combination of sick leave benefits and pension benefits	5	0.78	306	0.69
Combination of health and welfare benefits, sick leave and pension benefits	19	2.98	2,978	6.67
Provision exists, but no details given	21	3.30	2,392	5.36
Other	2	0.31	59	0.13

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	448	70.33	29,304	65.61
1 vacation days	1	0.16	9	0.02
6 vacation days	1	0.16	14	0.03
7 vacation days	1	0.16	12	0.03
10 vacation days	1	0.16	22	0.05
Pro-rated vacation for part timers	176	27.63	12,585	28.18
Provision exists, details not specified or cannot be determined	6	0.94	1,409	3.15
Other	3	0.47	1,307	2.93

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	464	72.84	30,078	67.35
1 paid holiday	1	0.16	9	0.02
2 paid holidays	1	0.16	20	0.04
Pro-rated paid statutory holidays	159	24.96	12,868	28.81
Provision exists, detail not specified or cannot be determined	7	1.10	1,497	3.35
Other	5	0.79	190	0.43

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	530	83.20	36,985	82.81
Seniority provisions for full-time workers - explicitly apply to part time workers	49	7.69	4,045	9.06
Special seniority - provision for part time worker (include opportunity for full time work after part time employment)	52	8.16	3,221	7.21
Other	6	0.94	411	0.92

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	614	96.39	41,540	93.01
Provision exists - is effective during agreement	22	3.45	2,978	6.67
Provision exists - to be implemented at a later date	1	0.16	144	0.32

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	614	96.39	41,540	93.01
Automatic quarterly adjustments	6	0.94	552	1.24
Automatic semi-annual adjustments	1	0.16	68	0.15
One adjustment during term of agreement	2	0.31	198	0.44
Adjustments tied to a specific amount of the change in the consumer price index	14	2.20	2,304	5.16

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	616	96.70	41,720	93.41
0 cents per hour adjustment for each .3 point change in C.P.I.	7	1.10	490	1.10
0 cents per hour adjustment for each 3.5 point change in C.P.I.	1	0.16	130	0.29

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS (Cont'd)

	Agts		Emps	
	#	%	#	%
20.5 dollars per week adjustment for each .7 point change in C.P.I.	1	0.16	68	0.15
31.6 dollars per month adjustment for each 9.9 point change in C.P.I.	1	0.16	7	0.02
.1 percent adjustment in wages for each 1.0 percent change in C.P.I.	6	0.94	1,457	3.26
0 cents per hour adjustment for each .4 percent change in C.P.I.	1	0.16	600	1.34
0 cents per hour adjustment for each .6 percent change in .C.P.I.	2	0.31	150	0.34
0 cents per hour adjustment for each 3.0 percent change in C.P.I.	1	0.16	12	0.03
Monthly adjustments that cannot be easily tabulated	1	0.16	28	0.06

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	568	89.17	32,276	72.27
1 month	2	0.31	316	0.71
2 months	8	1.26	3,818	8.55
3 months	20	3.14	2,539	5.68
4 months	3	0.47	150	0.34
5 months	1	0.16	600	1.34
6 months	7	1.10	543	1.22
12 months	4	0.63	484	1.08
Less than one months notice	1	0.16	352	0.79
Provision exists, but no details given	23	3.61	3,584	8.02

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	575	90.27	32,327	72.38
Provision exists	62	9.73	12,335	27.62

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	590	92.62	33,380	74.74
Displaced employees provided with on the job training opportunity on new equipment	16	2.51	3,486	7.81
Displaced employees provided with on the job training opportunity for other job	16	2.51	2,900	6.49
Laid-off employee to receive retraining at employers expense	4	0.63	793	1.78
Provision exists, no details given	7	1.10	3,747	8.39
Other	4	0.63	356	0.80

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	634	99.53	42,555	95.28
Employer pays full cost	1	0.16	90	0.20
Flat amount	1	0.16	17	0.04
Provision exists, no details given	1	0.16	2,000	4.48

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	617	96.86	41,093	92.01
20 days	1	0.16	106	0.24
90 days	1	0.16	20	0.04
2 months	1	0.16	86	0.19
3 months	1	0.16	150	0.34
6 months	2	0.31	435	0.97
As provided by law	3	0.47	60	0.13
Period not specified	4	0.63	751	1.68
Provision exists, indefinite or period not specified	7	1.10	1,961	4.39

TABLE 127:

TECHOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	632	99.22	43,488	97.37
Provision exists	4	0.63	1,139	2.55
Provision exists, no details given	1	0.16	35	0.08

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	633	99.37	44,447	99.52
Specific reference to reduction of hours	4	0.63	215	0.48

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	611	95.92	39,659	88.80
Some form of wage or employment guarantee - other than S.U.B. or severance pay	21	3.30	2,558	5.73
Other	5	0.78	2,445	5.47

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	632	99.22	42,872	95.99
Committee studies the problems created by technological changes and makes recommendations	3	0.47	727	1.63
Committee has specific administrative function such as-administration of fund, retraining, relocation	1	0.16	1,050	2.35
Combination of studies problems and/or administration of fund, retraining, relocation	1	0.16	13	0.03

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	323	50.71	20,788	46.55
0% - employers contribution	1	0.16	10	0.02
50% - employers contribution	167	26.22	14,155	31.69
60% - employers contribution	3	0.47	266	0.60
67% - employers contribution	1	0.16	84	0.19
70% - employers contribution	1	0.16	200	0.45
75% - employers contribution	12	1.88	466	1.04
80% - employers contribution	2	0.31	86	0.19
90% - employers contribution	1	0.16	40	0.09
100% - employers contribution	40	6.28	2,412	5.40

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION (Cont'd)

	Agts		Emps	
	#	%	#	%
500% - employers contribution	1	0.16	16	0.04
$50	1	0.16	68	0.15
$360	1	0.16	354	0.79
$400	1	0.16	40	0.09
$980	1	0.16	4	0.01
Provision exists, but not specified or cannot be determined	81	12.72	5,673	12.70

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	564	88.54	35,695	79.92
50% - employers contribution	27	4.24	5,402	12.10
60% - employers contribution	1	0.16	100	0.22
67% - employers contribution	1	0.16	29	0.06
75% - employers contribution	3	0.47	56	0.13
80% - employers contribution	1	0.16	48	0.11
90% - employers contribution	1	0.16	40	0.09
100% - employers contribution	15	2.35	1,719	3.85
160% - employers contribution	1	0.16	135	0.30
$360	2	0.31	377	0.84
$980	1	0.16	4	0.01
Provision exists, but not specified or cannot be determined	19	2.98	1,009	2.26
Other	1	0.16	48	0.11

TABLE 133:

ACCIDENTAL DEALTH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidental death or dismemberment insurance plan	563	88.38	35,253	78.93
5% of premium paid by employer	2	0.31	685	1.53
50% of premium paid by employer	15	2.35	2,668	5.97
60% of premium paid by employer	1	0.16	156	0.35
75% of premium paid by employer	1	0.16	80	0.18
80% of premium paid by employer	1	0.16	48	0.11
99.8% of premium paid by employer	1	0.16	16	0.04
100% of premium paid by employer	22	3.45	2,389	5.35
Employer contribution combined with payments for other benefit plans and cannot be segregated	1	0.16	13	0.03
Amount of employer contribuion not specified or cannot be determined	30	4.71	3,354	7.51

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	559	87.76	33,854	75.80
$1,500	1	0.16	80	0.18
$2,500	1	0.16	5	0.01
$3,000	1	0.16	20	0.04
$3,500	1	0.16	300	0.67
$5,000	2	0.31	58	0.13
$7,500	1	0.16	40	0.09
$8,000	1	0.16	162	0.36
$9,992	1	0.16	13	0.03
$9,998	1	0.16	10	0.02
$10,000	6	0.94	372	0.83
$11,000	1	0.16	600	1.34
$12,250	1	0.16	650	1.46
$13,000	1	0.16	130	0.29
$14,000	1	0.16	60	0.13
$15,000	1	0.16	36	0.08
$18,000	1	0.16	52	0.12
$20,000	1	0.16	13	0.03
$25,000	1	0.16	16	0.04
$28,000	2	0.31	198	0.44
$29,000	1	0.16	100	0.22
$30,000	2	0.31	213	0.48
$40,000	1	0.16	150	0.34
Amount of benefits varies with income	11	1.73	789	1.77
Amount of benefits not specified or cannot be determined	34	5.34	4,611	10.32
Other	3	0.47	2,130	4.77

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life inusurance plan	373	58.56	25,101	56.20
$1,050	1	0.16	10	0.02
$1,500	1	0.16	80	0.18
$2,000	3	0.47	115	0.26
$2,500	1	0.16	5	0.01
$4,000	2	0.31	502	1.12
$5,000	4	0.63	82	0.18
$7,500	2	0.31	80	0.18
$9,000	2	0.31	98	0.22
$9,998	4	0.63	294	0.66
$9,999	1	0.16	135	0.30
$10,000	11	1.73	573	1.28
$11,000	1	0.16	600	1.34
$12,000	1	0.16	23	0.05

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS (Cont'd)

	Agts		Emps	
	#	%	#	%
$13,000	1	0.16	130	0.29
$15,000	2	0.31	146	0.33
$16,000	1	0.16	162	0.36
$17,500	1	0.16	25	0.06
$18,000	1	0.16	52	0.12
$19,000	1	0.16	90	0.20
$20,000	4	0.63	172	0.39
$25,000	5	0.78	486	1.09
$28,000	2	0.31	198	0.44
$29,000	1	0.16	100	0.22
$30,000	2	0.31	213	0.48
$40,000	1	0.16	150	0.34
$75,000	2	0.31	18	0.04
Amount of benefits varies with income	13	2.04	2,835	6.35
Amount of benefit varies with length of service	1	0.16	73	0.16
Amount of benefit changes during term of agreement	1	0.16	300	0.67
Amount of benefits not specified or cannot be determined	189	29.67	11,721	26.24
Other	2	0.31	93	0.21

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	185	29.04	15,981	35.78
1 day granted per year	4	0.63	180	0.40
3 days granted per year	4	0.63	412	0.92
4 days granted per year	14	2.20	431	0.97
5 days granted per year	18	2.83	953	2.13
6 days granted per year	17	2.67	815	1.82
7 days granted per year	12	1.88	1,225	2.74
8 days granted per year	5	0.78	37	0.08
9 days granted per year	3	0.47	305	0.68
10 days granted per year	18	2.83	719	1.61
12 days granted per year	33	5.18	1,150	2.57
14 days granted per year	1	0.16	8	0.02
15 days granted per year	21	3.30	493	1.10
18 days granted per year	82	12.87	4,446	9.95
20 days granted per year	15	2.35	264	0.59
21 days granted per year	3	0.47	87	0.19
22 days granted per year	1	0.16	117	0.26
24 days granted per year	15	2.35	606	1.36
25 days granted per year	1	0.16	27	0.06
30 days granted per year	117	18.37	9,051	20.27

TABLE 136:

AMOUNT OF SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
36 days granted per year	2	0.31	20	0.04
Granted on a monthly basis	2	0.31	36	0.08
Annual allowance varies with length of service	11	1.73	630	1.41
Annual allowance varies for different groups of employees	5	0.78	942	2.11
Annual cash payments	1	0.16	12	0.03
Paid sick leave exists, but annual allowance not specified or cannot be determined	43	6.75	5,585	12.51
Other	4	0.63	130	0.29

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	257	40.35	23,363	52.31
Paid sick leave plan exists, but unused allowance not cumulative	19	2.98	1,101	2.47
10 days maximum accumulation	1	0.16	17	0.04
14 days maximum accumulation	2	0.31	18	0.04
15 days maximum accumulation	2	0.31	18	0.04
16 days maximum accumulation	1	0.16	24	0.05
20 days maximum accumulation	2	0.31	12	0.03
24 days maximum accumulation	2	0.31	98	0.22
30 days maximum accumulation	6	0.94	144	0.32
35 days maximum accumulation	1	0.16	7	0.02
36 days maximum accumulation	3	0.47	234	0.52
40 days maximum accumulation	3	0.47	156	0.35
45 days maximum accumulation	2	0.31	74	0.17
50 days maximum accumulation	1	0.16	42	0.09
60 days maximum accumulation	7	1.10	341	0.76
70 days maximum accumulation	1	0.16	28	0.06
75 days maximum accumulation	5	0.78	244	0.55
80 days maximum accumulation	5	0.78	43	0.10
85 days maximum accumulation	4	0.63	79	0.18
90 days maximum accumulation	11	1.73	428	0.96
94 days maximum accumulation	1	0.16	10	0.02
96 days maximum accumulation	2	0.31	29	0.06
98 days maximum accumulation	1	0.16	110	0.25
100 days maximum accumulation	8	1.26	409	0.92
110 days maximum accumulation	2	0.31	64	0.14
115 days maximum accumulation	1	0.16	20	0.04
120 days maximum accumulation	15	2.35	513	1.15
125 days maximum accumulation	10	1.57	622	1.39
130 days maximum accumulation	7	1.10	209	0.47
135 days maximum accumulation	3	0.47	185	0.41

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
140 days maximum accumulation	2	0.31	308	0.69
144 days maximum accumulation	2	0.31	50	0.11
145 days maximum accumulation	1	0.16	50	0.11
150 days maximum accumulation	121	19.00	9,086	20.34
160 days maximum accumulation	1	0.16	34	0.08
162 days maximum accumulation	2	0.31	60	0.13
170 days maximum accumulation	2	0.31	6	0.01
175 days maximum accumulation	5	0.78	387	0.87
180 days maximum accumulation	17	2.67	461	1.03
182 days maximum accumulation	2	0.31	20	0.04
193 days maximum accumulation	2	0.31	128	0.29
195 days maximum accumulation	4	0.63	192	0.43
200 days maximum accumulation	4	0.63	157	0.35
250 days maximum accumulation	1	0.16	12	0.03
260 days maximum accumulation	7	1.10	674	1.51
300 days maximum accumulation	12	1.88	1,170	2.62
365 days maximum accumulation	1	0.16	140	0.31
Maximum accumulation varies with service	4	0.63	613	1.37
Unlimited accumulation, or maximum cannot be determined	14	2.20	502	1.12
Unused sick leave converted to cash at end of calendar year	36	5.65	1,257	2.81
Provision exists, but no details given	10	1.57	476	1.07
Other	2	0.31	237	0.53

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	570	89.48	41,508	92.94
Paid sick leave plan exists, but no provision for cash payment for unused allowance on retirement	6	0.94	271	0.61
1.8% of unused sick leave paid to the employee	1	0.16	54	0.12
20% of unused sick leave paid to the employee	2	0.31	184	0.41
23% of unused sick leave paid to the employee	1	0.16	100	0.22
25% of unused sick leave paid to the employee	2	0.31	37	0.08
30% of unused sick leave paid to the employee	3	0.47	432	0.97
40% of unused sick leave paid to the employee	4	0.63	112	0.25
50% of unused sick leave paid to the employee	21	3.30	1,152	2.58
75% of unused sick leave paid to the employee	1	0.16	80	0.18
100% of unused sick leave paid to the employee	14	2.20	337	0.75
203 days	2	0.31	27	0.06

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT (Cont'd)

	Agts		Emps	
	#	%	#	%
213 days	1	0.16	5	0.01
218 days	1	0.16	10	0.02
Percentage of unused sick leave varies with years of service	3	0.47	57	0.13
Lump sum payment or cash payment	2	0.31	178	0.40
Provision exists for payment on retirement, but percentage paid not specified or cannot be determined	3	0.47	118	0.26

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	599	94.03	43,211	96.75
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	11	1.73	617	1.38
20% of unused sick leave paid to the employee on termination of his employment	2	0.31	54	0.12
25% of unused sick leave paid to the employee on termination of his employment	4	0.63	52	0.12
40% of unused sick leave paid to the employee on termination of his employment	2	0.31	87	0.19
50% of unused sick leave paid to the employee on termination of his employment	11	1.73	417	0.93
75% of unused sick leave paid to the employee on termination of his employment	1	0.16	80	0.18
100% of unused sick leave paid to the employee on termination of his employment	4	0.63	102	0.23
Percentage of unused sick leave paid with years of service	2	0.31	38	0.09
Other	1	0.16	4	0.01

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	591	92.78	35,851	80.27
Unreduced basic benefit	28	4.40	4,048	9.06
Reduced basic benefit	6	0.94	1,788	4.00
Special monthly pension payments	8	1.26	1,892	4.24
Provision exists but no details given	2	0.31	183	0.41
Other	2	0.31	900	2.02

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	500	78.49	32,771	73.38
2 weeks	3	0.47	242	0.54
4 weeks	1	0.16	14	0.03
7 weeks	1	0.16	35	0.08
8 weeks	1	0.16	40	0.09
11 weeks	2	0.31	440	0.99
12 weeks	1	0.16	40	0.09
13 weeks	3	0.47	547	1.22
15 weeks	9	1.41	1,781	3.99
17 weeks	2	0.31	125	0.28
20 weeks	2	0.31	36	0.08
24 weeks	1	0.16	650	1.46
26 weeks	29	4.55	1,958	4.38
31 weeks	1	0.16	5	0.01
37 weeks	1	0.16	300	0.67
39 weeks	1	0.16	4	0.01
52 weeks	5	0.78	1,177	2.64
104 weeks	1	0.16	25	0.06
219 weeks	1	0.16	600	1.34
260 weeks	1	0.16	22	0.05
Maximum duration of weekly sickness and accident indemnity varies with length of service	6	0.94	440	0.99
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	63	9.89	3,382	7.57
Other	2	0.31	28	0.06

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	457	71.74	31,200	69.86
$75 per week	2	0.31	220	0.49
$100 per week	1	0.16	300	0.67
$120 per week	1	0.16	352	0.79
$125 per week	2	0.31	72	0.16
$150 per week	2	0.31	655	1.47
$160 per week	1	0.16	25	0.06
$200 per week	3	0.47	372	0.83
$205 per week	1	0.16	130	0.29
$210 per week	1	0.16	40	0.09
$225 per week	1	0.16	220	0.49
$231 per week	1	0.16	38	0.09
$245 per week	1	0.16	95	0.21
$250 per week	6	0.94	865	1.94
$255 per week	1	0.16	40	0.09

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY (Cont'd)

	Agts		Emps	
	#	%	#	%
$260 per week	1	0.16	26	0.06
$275 per week	2	0.31	136	0.30
$276 per week	1	0.16	12	0.03
$340 per week	1	0.16	90	0.20
Amount of weekly indemnity expressed as a percent of wages	39	6.12	4,208	9.42
Amount of weekly indemnity varies with income	1	0.16	140	0.31
Amount of weekly indemnity varies with length of service	4	0.63	344	0.77
Welfare plan mentioned, but no details given	105	16.48	4,932	11.04
Other	2	0.31	150	0.34

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	548	86.03	38,110	85.33
50% - employers contribution	22	3.45	1,103	2.47
60% - employers contribution	1	0.16	156	0.35
65% - employers contribution	1	0.16	16	0.04
75% - employers contribution	5	0.78	150	0.34
100% - employers contribution	12	1.88	2,221	4.97
110% - employers contribution	1	0.16	23	0.05
Provision exists, but not specified or cannot be determined	46	7.22	2,863	6.41
Other	1	0.16	20	0.04

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	531	83.36	35,320	79.08
$150 per week	1	0.16	600	1.34
$175 per week	1	0.16	162	0.36
$250 per week	4	0.63	300	0.67
$375 per week	1	0.16	300	0.67
$413 per week	2	0.31	377	0.84
$500 per week	1	0.16	32	0.07
60% of yearly salary	4	0.63	477	1.07
67% of yearly salary	3	0.47	144	0.32
70% of yearly salary	1	0.16	70	0.16
60% of monthly salary	4	0.63	470	1.05
67% of monthly salary	4	0.63	1,454	3.26
Plan mentioned but no details given	79	12.40	4,921	11.02
Other	1	0.16	35	0.08

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	382	59.97	26,064	58.36
$11 for each month of service	1	0.16	115	0.26
$12 for each month of service	2	0.31	440	0.99
$16 for each month of service	1	0.16	40	0.09
$1,410 for each month of service	1	0.16	20	0.04
$1,500 for each month of service	1	0.16	600	1.34
$2,250 for each month of service	1	0.16	650	1.46
$100 for each year of service	1	0.16	40	0.09
$150 for each year of service	1	0.16	25	0.06
$800 for each year of service	1	0.16	300	0.67
$900 for each year of service	1	0.16	5	0.01
$1,650 for each year of service	1	0.16	54	0.12
$1,690 for each year of service	1	0.16	20	0.04
Plan mentioned, no details given	230	36.11	15,058	33.72
Other	12	1.88	1,231	2.76

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	600	94.19	39,308	88.01
70% of yearly salary	1	0.16	131	0.29
100% of yearly salary	2	0.31	459	1.03
Lump sum payment	24	3.77	4,175	9.35
Plan mentioned, no details given	8	1.26	315	0.71
Other	2	0.31	274	0.61

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	634	99.53	44,391	99.39
$500	1	0.16	135	0.30
$700	1	0.16	131	0.29
$1,000	1	0.16	5	0.01

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	571	89.64	40,603	90.91
35% - employers contribution	1	0.16	33	0.07
50% - employers contribution	28	4.40	1,782	3.99
67% - employers contribution	6	0.94	165	0.37
75% - employers contribution	3	0.47	95	0.21
80% - employers contribution	1	0.16	4	0.01
100% - employers contribution	9	1.41	1,377	3.08
Provision exists, but not specified or cannot be determined	15	2.35	541	1.21
Other	3	0.47	62	0.14

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	635	99.69	44,450	99.53
Provision to index at full C.O.L.A.	1	0.16	68	0.15
Provision to index at percent of C.O.L.A.	1	0.16	144	0.32

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	607	95.29	40,060	89.70
Union-management	4	0.63	950	2.13
Management only	5	0.78	1,816	4.07
Union only	5	0.78	14	0.03
Trustees (either individual or corporate) or insurance company	9	1.41	1,469	3.29
Provision exists, but no details	7	1.10	353	0.79

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	636	99.84	44,627	99.92
Provision exists, no details given	1	0.16	35	0.08

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	629	98.74	42,473	95.10
SUB benefits specified in agreement	8	1.26	2,189	4.90

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	615	96.55	41,414	92.73
Management only	1	0.16	100	0.22
Union only	7	1.10	37	0.08
Trustee (either individual or corporate) or insurance company	14	2.20	3,111	6.97

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	585	91.84	39,464	88.36
Severance payments specified in agreement	50	7.85	5,185	11.61
Provision exists, no details given	2	0.31	13	0.03

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	600	94.19	41,503	92.93
1 week for each year of service	9	1.41	597	1.34
2 weeks for each year of service	1	0.16	12	0.03
4 weeks for each year of service	2	0.31	260	0.58
10 weeks for each year of service	1	0.16	28	0.06
Flat amount	8	1.26	339	0.76
Provision exists, but no details given	1	0.16	7	0.02
Other	15	2.35	1,916	4.29

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	591	92.78	39,990	89.54
1 week	1	0.16	10	0.02
2 weeks	1	0.16	4	0.01
4 weeks	5	0.78	230	0.51
5 weeks	3	0.47	134	0.30
9 weeks	1	0.16	35	0.08
12 weeks	2	0.31	32	0.07
13 weeks	1	0.16	3	0.01
14 weeks	4	0.63	379	0.85
15 weeks	2	0.31	1,079	2.42
16 weeks	1	0.16	191	0.43
20 weeks	2	0.31	41	0.09
49 weeks	1	0.16	1,010	2.26
52 weeks	1	0.16	160	0.36
64 weeks	1	0.16	100	0.22
78 weeks	2	0.31	198	0.44
Flat amount	8	1.26	802	1.80
Provision exists but no details given	7	1.10	145	0.32
Other	3	0.47	119	0.27

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	601	94.35	41,158	92.15
1 year of service	12	1.88	1,179	2.64
2 years of service	4	0.63	139	0.31
3 years of service	3	0.47	237	0.53
4 years of service	1	0.16	49	0.11
5 years of service	2	0.31	165	0.37
10 years of service	1	0.16	6	0.01
15 years of service	2	0.31	159	0.36
20 years of service	1	0.16	100	0.22
25 years of service	2	0.31	146	0.33
31 years of service	1	0.16	257	0.58
Provision exists, but no details given	1	0.16	7	0.02
Other	6	0.94	1,060	2.37

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	636	99.84	44,654	99.98
Provision exists, no details given	1	0.16	8	0.02

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	637	100.00	44,662	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	637	100.00	44,662	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	637	100.00	44,662	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	600	94.19	41,856	93.72
1 week for each year of service	2	0.31	178	0.40
Flat amount	19	2.98	1,177	2.64
Provision exists, but no details given	8	1.26	1,180	2.64
Other	8	1.26	271	0.61

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	504	79.12	35,421	79.31
1 year of service	8	1.26	316	0.71
3 years of service	98	15.38	7,436	16.65

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT (Cont'd)

	Agts		Emps	
	#	%	#	%
5 years of service	5	0.78	131	0.29
10 years of service	8	1.26	299	0.67
20 years of service	2	0.31	80	0.18
25 years of service	2	0.31	48	0.11
30 years of service	5	0.78	548	1.23
Provision exists, but no details given	5	0.78	383	0.86

PART II:

MANUFACTURING

The Manufacturing sector includes industries whose SIC (Standard Industrial Classification) numbers range from 1011 to 3999. This group is comprised of manufacturing in food and beverages, textiles, clothing, wood, furniture, paper and printing, primary metals, machinery, transportation, equipment, electrical products, non-metallic mineral products, petroleum and chemicals. The data in this section is based on 147 collective agreements covering some 14,555 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	44	29.93	4,338	29.80
Closed shop	7	4.76	206	1.42
Union shop	61	41.50	4,667	32.06
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	25	17.01	2,619	17.99
Maintenance of membership for present and/future employees	8	5.44	2,471	16.98
Other	2	1.36	254	1.75

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	12	8.16	1,976	13.58
Compulsory for all employees covered by the agreement (Rand formula)	74	50.34	8,550	58.74
Compulsory only for union members	25	17.01	1,231	8.46
Compulsory for new employees	4	2.72	375	2.58
Voluntary for old employees, compulsory for new (Modified Rand Formula)	10	6.80	555	3.81
Voluntary for all employees by the agreement	21	14.29	1,852	12.72
Other	1	0.68	16	0.11

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	13	8.84	2,501	17.18
Irrevocable for term of agreement	26	17.69	2,314	15.90
Irrevocable for term of agreement and any renewal	4	2.72	147	1.01
Revocable at any time	3	2.04	625	4.29
Revocable at specified time prior to anniversary date of agreement	5	3.40	465	3.19
Check-off provision exists, but term of authorization not specified	95	64.63	8,495	58.36
Other	1	0.68	8	0.05

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	14,094	96.83
Provision respecting the scope of the work	3	2.04	461	3.17

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	129	87.76	10,934	75.12
Employees have the right to refuse to cross picket lines	11	7.48	1,047	7.19
Employees have the right to refuse to handle hot cargoes	6	4.08	2,544	17.48
Employees have the right to refuse to cross picket lines and handle hot cargoes	1	0.68	30	0.21

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	24	16.33	1,743	11.98
General statement of management rights	50	34.01	3,606	24.77
Enumerated list of management rights	73	49.66	9,206	63.25

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	23	15.65	1,127	7.74
30 calendar days	6	4.08	2,179	14.97
42 calendar days	2	1.36	1,102	7.57
45 calendar days	3	2.04	745	5.12
60 calendar days	18	12.24	1,402	9.63
90 calendar days	6	4.08	289	1.99
120 calendar days	1	0.68	101	0.69
25 working days	2	1.36	330	2.27
30 working days	11	7.48	1,650	11.34
38 working days	1	0.68	162	1.11
40 working days	5	3.40	568	3.90
45 working days	9	6.12	733	5.04

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING (Cont'd)

	Agts		Emps	
	#	%	#	%
50 working days	3	2.04	180	1.24
60 working days	21	14.29	1,665	11.44
65 working days	2	1.36	92	0.63
75 working days	1	0.68	100	0.69
90 working days	5	3.40	250	1.72
4 weeks	1	0.68	84	0.58
10 weeks	1	0.68	25	0.17
12 weeks	1	0.68	175	1.20
60 weeks	1	0.68	300	2.06
1 month	1	0.68	10	0.07
2 months	1	0.68	80	0.55
3 months	8	5.44	432	2.97
4 months	3	2.04	466	3.20
6 months	4	2.72	94	0.65
9 months	1	0.68	13	0.09
Probationary period varies by occupation or classification	5	3.40	101	0.69
Other	1	0.68	100	0.69

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	28	19.05	1,731	11.89
Company-wide seniority	18	12.24	839	5.76
Plant-wide seniority-bargaining unit	34	23.13	2,976	20.45
Department seniority	8	5.44	203	1.39
Job or occupational classification seniority	9	6.12	445	3.13
Combination of company-wide and plant-wide seniority	1	0.68	6	0.04
Combination of company-wide and department seniority	1	0.68	106	0.73
Combination of company-wide and job or occupational classification seniority	1	0.68	324	2.23
Combination of plant-wide and department seniority	10	6.80	1,323	9.09
Combination of plant-wide and job or classification seniority	7	4.76	186	1.28
Combination of department and job or classification seniority	1	0.68	8	0.05
Combination of company-wide, plant-wide and department seniority	1	0.68	2,000	13.74
Combination of company-wide, plant-wide and job or classification seniority	1	0.68	156	1.07
Combination of company-wide, department and or job or classification seniority	1	0.68	150	1.03
Combination of plant-wide, department and or job or classification seniority	11	7.48	2,145	14.74
Combination of company-wide, plant-wide, department and job or classification seniority	2	1.36	1,175	8.07
Seniority unit not specified or cannot be determined	13	8.84	772	5.30

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	104	70.75	9,387	64.49
Special seniority provision for a limited number of employees with special skills	2	1.36	38	0.26
Special seniority for union officials	12	8.16	1,741	11.96
Retention of union seniority for union officials elected	21	14.29	2,464	16.93
Combination of special seniority with special skills, union officials and union officials elected	8	5.44	925	6.36

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	32	21.77	1,584	10.88
Straight seniority	4	2.72	350	2.40
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	54	36.73	4,908	33.72
Straight seniority if other factors are equal or sufficient	57	38.78	7.713	52.99

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	18	12.24	972	6.68
Straight seniority	12	8.16	848	5.83
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	72	48.98	9,016	61.94
Straight seniority if other factors are equal or sufficient	45	30.61	3,719	25.55

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	22	14.97	3,160	21.71
Straight seniority	14	9.52	901	6.19
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	71	48.30	7,184	49.36
Straight seniority if other factors are equal or sufficient	40	27.21	3,310	22.74

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	30	20.41	3,966	27.25
3 months	1	0.68	21	0.14
6 months	22	14.97	1,078	7.41
7 months	2	1.36	330	2.27
8 months	3	2.04	109	0.75
9 months	2	1.36	55	0.38
12 months	46	31.29	3,336	22.92
15 months	1	0.68	23	0.16
18 months	8	5.44	820	5.63
20 months	1	0.68	4	0.03
24 months	10	6.80	1,239	8.51
36 months	4	2.72	820	5.63
Seniority rights retained for period related to length of service	3	2.04	1.110	7.63
Combination of number of months and length of service	10	6.80	1,192	8.19
Recall rights extended indefinitely	1	0.68	35	0.24
Other	3	2.04	417	2.86

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	31	21.09	3,614	24.83
Termination of employment voluntarily	1	0.68	60	0.41
Combination of discharged for just cause, voluntarily termination and failure to return when notified	114	77.55	10,797	74.18
Lay-off limits exceeded	1	0.68	84	0.58

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	101	68.71	8,291	56.96
Seniority bumping within same department	2	1.36	127	0.87
Seniority bumping within same occupational classification	4	2.72	685	4.71
Combination of bumping within same department or occupational classification	2	1.36	106	0.73
Seniority bumping with no restrictions	1	0.68	28	0.19
Seniority bumping with restrictions	20	13.61	3,694	25.38
Seniority bumping within bargaining unit	15	10.20	1,388	9.54
Other	2	1.36	236	1.62

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	84	57.14	7,039	48.36
Seniority is retained for a period of up to and including six months	7	4.76	678	4.66
Seniority is retained for more than six months up to and including twelve months	19	12.93	3,522	24.20
Seniority is retained for more than twelve months up to and including eighteen months	7	4.76	614	4.22
Seniority is retained for more than eighteen months up to and including twenty-four months	7	4.76	644	4.42
Seniority is retained for more than twenty-four months	4	2.72	712	4.89
Retention is graduated according to length of service	3	2.04	185	1.27
Length not specified or indefinite	15	10.20	1,149	7.89
Other	1	0.68	12	0.08

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	96	65.31	11,073	76.08
2 hours	1	0.68	12	0.08
4 hours	1	0.68	350	2.40
8 hours	1	0.68	115	0.79
24 hours	3	2.04	426	2.93
48 hours	1	0.68	80	0.55
2 calendar days	3	2.04	412	2.83
3 calendar days	1	0.68	30	0.21
5 calendar days	2	1.36	220	1.51
7 calendar days	2	1.36	266	1.83
14 calendar days	1	0.68	40	0.27
2 working days	1	0.68	4	0.03
3 working days	1	0.68	32	0.22
5 working days	10	6.80	457	3.14
1 week	4	2.72	164	1.13
2 weeks	4	2.72	181	1.24
4 weeks	1	0.68	5	0.03
8 weeks	2	1.36	137	0.94
16 weeks	1	0.68	23	0.16
Length of notice varies with length of service	8	5.44	230	1.58
Provision exists, but length of notice not specified or cannot be determined	2	1.36	216	1.48
Other	1	0.68	82	0.56

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	58	39.46	5,542	38.08
24 hours	1	0.68	80	0.55
48 hours	1	0.68	27	0.19
3 calendar days	4	2.72	108	0.74
5 calendar days	6	4.08	475	3.26
6 calendar days	2	1.36	377	2.59
7 calendar days	6	4.08	461	3.17
10 calendar days	2	1.36	198	1.36
14 calendar days	2	1.36	475	3.26
15 calendar days	1	0.68	106	0.73
30 calendar days	1	0.68	10	0.07
2 working days	5	3.40	138	0.95
3 working days	27	18.37	2,719	18.68
4 working days	2	1.36	375	2.58
5 working days	10	6.80	680	4.67
7 working days	4	2.72	1,515	10.41
10 working days	1	0.68	125	0.86
1 week	1	0.68	0	0.00
Provision exists, but posting period not specified or cannot be determined	13	8.84	1,144	7.86

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	51	34.69	2,767	19.01
Regular rate of the employee	4	2.72	336	2.31
New rate or regular rate of the employee, whichever is the higher at start of transfer	42	28.57	5,393	37.05
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	41	27.89	3,329	22.87
Rate of new occupation, at start of transfer	4	2.72	502	3.45
Other	5	3.40	2,228	15.31

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	11	7.48	615	4.23
Employee only	15	10.20	889	6.11
Union representative only	11	7.48	653	4.49
Employee with or without union representative	102	69.39	12,127	83.32
Union only	4	2.72	158	1.09
Grievance committee only	4	2.72	113	0.78

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	22	14.97	4,449	30.57
24 hours	5	3.40	322	2.21
48 hours	2	1.36	325	2.23
72 hours	1	0.68	0	0.00
3 calendar days	5	3.40	265	1.82
7 calendar days	4	2.72	430	2.95
10 calendar days	5	3.40	685	4.71
14 calendar days	4	2.72	254	1.75
15 calendar days	4	2.72	193	1.33
30 calendar days	1	0.68	49	0.34
1 working day	1	0.68	650	4.47
2 working days	5	3.40	260	1.79
3 working days	18	12.24	1,020	7.01
4 working days	2	1.36	45	0.31
5 working days	30	20.41	2,609	17.93
6 working days	2	1.36	110	0.76
7 working days	5	3.40	241	1.66
10 working days	9	6.12	744	5.11
12 working days	1	0.68	5	0.03
15 working days	2	1.36	167	1.15
25 working days	1	0.68	352	2.42
30 working days	1	0.68	257	1.77
2 weeks	2	1.36	187	1.28
Not specified explicitly	15	10.20	936	6.43

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	77	52.38	8,594	59.05
Number of steps in the grievance is reduced	46	31.29	3,168	21.77
Duration of delays between steps is reduced	8	5.44	635	4.36
Combination of reduction of steps and/or duration of delays reduced	16	10.88	2,158	14.83

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	68	46.26	6,094	41.87
Union officials receive time-off without loss of pay for grievance work during regular hours of work	63	42.86	7,618	52.34
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	12	8.16	550	3.78
Time-off without loss of pay, but does not state whether during working hours or other	3	2.04	241	1.66
Other	1	0.68	52	0.36

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	104	70.75	9,336	64.14
Compensation for total hours	1	0.68	156	1.07
Compensation limited to regular hours of work	32	21.77	2,086	14.33
Compensation is for a specific number of hours	2	1.36	158	1.09
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	3	2.04	108	0.74
No compensation	4	2.72	2,505	17.21
Other	1	0.68	206	1.42

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	9	6.12	529	3.63
Single arbitrator	65	44.22	6,503	44.68
Panel/board of arbitration	30	20.41	2,225	15.29
Single or board of arbitration	43	29.25	5,298	36.40

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	43	29.25	2,786	19.14
Appeal of discharge after dismissal	46	31.29	3,644	25.04
Reimbursement if exonerated after suspension	12	8.16	1,272	8.74
Combination of appeal of discharge and reimbursement if exonerated	46	31.29	6,853	47.08

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	8	5.44	697	4.79
4 days per week	2	1.36	50	0.34
5 days per week	116	78.91	8,940	61.42
5.5 days per week	3	2.04	363	2.49
6 days per week	2	1.36	317	2.18
Irregular work week	2	1.36	2,100	14.43
Work days vary for different groups of employees	11	7.48	1,743	11.98
Work days vary for different seasons or other periods	1	0.68	175	1.20
Work days not specified or cannot be determined	2	1.36	170	1.17

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	10	6.80	893	6.14
7 hours per day	3	2.04	100	0.69
7 hours and 30 minutes per day	10	6.80	277	1.90
7 hours and 45 minutes per day	1	0.68	82	0.56
8 hours per day	83	56.46	7,959	54.68
8 hours and 30 minutes per day	1	0.68	16	0.11
9 hours per day	7	4.76	357	2.45
10 hours per day	3	2.04	134	0.92
Irregular daily hours	6	4.08	2,244	15.42
Daily hours vary for different groups of employees	18	12.24	1,993	13.69
Daily hours vary for different seasons or other periods	3	2.04	380	2.61
Daily hours change during term of agreement	1	0.68	80	0.55
Number of hours per day not specified or cannot be determined	1	0.68	40	0.27

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	9	6.12	787	5.41
35 hours per week	3	2.04	100	0.69
37 hours and 30 minutes per week	10	6.80	277	1.90
38 hours and 45 minutes per week	1	0.68	82	0.56
39 hours per week	2	1.36	38	0.26
40 hours per week	85	57.82	7,475	51.36

TABLE 29:

NORMAL WORK WEEK (HOURS) (Cont'd)

	Agts		Emps	
	#	%	#	%
42 hours per week	1	0.68	37	0.25
42 hours and 30 minutes per week	1	0.68	16	0.11
44 hours per week	2	1.36	326	2.24
45 hours per week	8	5.44	532	3.66
48 hours per week	4	2.72	2,417	16.61
Irregular work hours	5	3.40	957	6.58
Weekly hours vary for different groups of employees	12	8.16	1,296	8.90
Weekly hours vary for different seasons or other periods	1	0.68	65	0.45
Weekly hours change during term of agreement	1	0.68	80	0.55
Number of hours per day not specified or cannot be determined	2	1.36	70	0.48

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	143	97.28	11,949	82.10
Five day week, variable starting and quitting time	1	0.68	106	0.73
Compressed work week with stated hours	2	1.36	500	3.44
Short work week in part of the operation	1	0.68	2,000	13.74

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	18	12.24	1,364	9.37
1 shift 4 days per week	2	1.36	50	0.34
1 shift 5 days per week	31	21.09	901	6.19
1 shift 6 days per week	9	6.12	648	4.45
1 shift 7 days per week	2	1.36	155	1.06
2 shifts 5 days per week	9	6.12	322	2.21
2 shifts 6 days per week	3	2.04	218	1.50
3 shifts 5 days per week	31	21.09	3,278	22.52
3 shifts 6 days per week	6	4.08	1,056	7.26
3 shifts 7 days per week	33	22.45	6,229	42.80
4 shifts 5 days per week	1	0.68	100	0.69
Other	2	1.36	234	1.61

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	14,388	98.85
Provision with respect of change in hours of work during slack period	1	0.68	100	0.69
Combination in change in hours and change in type of work during slack period	1	0.68	60	0.41
Other	1	0.68	7	0.05

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	17	11.56	1,321	9.08
Straight time followed by a higher rate	1	0.68	25	0.17
Time and one-half	89	60.54	9,084	62.41
Time and one-half followed by a higher rate	38	25.85	4,015	27.59
Double time	1	0.68	101	0.69
Other	1	0.68	9	0.06

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	27	18.37	2,061	14.16
Time and one-half	91	61.90	9,113	62.61
Time and one-half followed by a higher rate	28	19.05	3,280	22.54
Double time	1	0.68	101	0.69

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	40	27.21	2,799	19.23
Time and one-half	65	44.22	7,815	53.69
Time and one-half followed by a higher rate	30	20.41	2,961	20.34
Double time	12	8.16	980	6.73

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	31	21.09	1,876	12.89
Time and one-half	18	12.24	2,462	16.92
Time and one-half followed by a higher rate	3	2.04	457	3.14
Double time	89	60.54	9,409	64.64
Double time followed by double time and one-half	1	0.68	30	0.21
Other	5	3.40	321	2.21

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	129	87.76	13,167	90.46
Time-off in lieu of overtime pay	15	10.20	818	5.62
Banking of overtime credits for cumulative time of	1	0.68	175	1.20
Combination of time off in lieu and/or banking of overtime credits	1	0.68	45	0.31
Other	1	0.68	350	2.40

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	89	60.54	6,662	45.77
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	17	11.56	2,897	19.90
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	11	7.48	2,540	17.45
Employee has the right to refuse overtime when others are available to do the work	9	6.12	593	4.07
Overtime is mandatory in cases of emergency	5	3.40	446	3.06
Overtime mandatory-specific provision	3	2.04	231	1.59
Right to refuse overtime - specific period of compulsory overtime	4	2.72	525	3.61
Right to refuse overtime - special considertion for employees with greater seniority	1	0.68	17	0.12
Overtime is compulsory in special circumstances	6	4.08	590	4.05
Other	2	1.36	54	0.37

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	82	55.78	7,490	51.46
Overtime is equitably distributed among employees on a plant-wide basis	2	1.36	130	0.89
Overtime is equitably distributed among employees within a department	6	4.08	495	3.40
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	29	19.73	2,329	16.00
Combination of plant-wide, occupation and/or wage bracket, etc.	1	0.68	4	0.03
Combination of department, occupation and/or wage bracket, etc.	4	2.72	1,367	9.39
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	11	7.48	2,020	13.88
Overtime is equitably distributed but basis is impossible to determine	7	4.76	244	1.68
Other	5	3.40	476	3.27

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	13,840	95.09
$.05 per hour	1	0.68	25	0.17
$.18 per hour	1	0.68	600	4.12
$.75 per hour	1	0.68	90	0.62

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	138	93.88	12,571	86.37
$.05 per hour	1	0.68	25	0.17
$.20 per hour	1	0.68	600	4.12
$.50 per hour	4	2.72	1,230	8.45
$.75 per hour	1	0.68	4	0.03
$1.00 per hour	1	0.68	90	0.62
1.5 time rate payment	1	0.68	35	0.24

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	60	40.82	3,393	23.31
$.10 per hour	2	1.36	240	1.65
$.12 per hour	1	0.68	352	2.42
$.15 per hour	4	2.72	232	1.59
$.18 per hour	1	0.68	150	1.03
$.186 per hour	1	0.68	650	4.47
$.20 per hour	14	9.52	1,911	13.13
$.25 per hour	5	3.40	412	2.83
$.27 per hour	1	0.68	80	0.55
$.28 per hour	2	1.36	280	1.92
$.29 per hour	1	0.68	65	0.45
$.30 per hour	9	6.12	634	4.36
$.31 per hour	2	1.36	116	0.80
$.32 per hour	2	1.36	150	1.03
$.35 per hour	10	6.80	690	4.74
$.37 per hour	1	0.68	48	0.33
$.40 per hour	4	2.72	345	2.37
$.45 per hour	1	0.68	27	0.19
$.50 per hour	1	0.68	25	0.17
$.53 per hour	1	0.68	350	2.40
$.55 per hour	3	2.04	498	3.42
$.56 per hour	1	0.68	206	1.42
$.57 per hour	1	0.68	150	1.03
$.60 per hour	1	0.68	50	0.34
$.75 per hour	1	0.68	300	2.06
$2.00 per shift	1	0.68	40	0.27
$3.00 per shift	2	1.36	30	0.21
3% of wages	1	0.68	30	0.21
8% of wages	1	0.68	17	0.12
10% of wages	2	1.36	28	0.19
15% of wages	1	0.68	18	0.12
Provision exists, but amount of premium not specified	3	2.04	2,386	16.39
Other	6	4.08	652	4.48

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	74	50.34	4,899	33.66
$.10 per hour	1	0.68	65	0.45
$.15 per hour	1	0.68	175	1.20
$.18 per hour	2	1.36	190	1.31
$.19 per hour	1	0.68	352	2.42
$.20 per hour	8	5.44	1,059	7.28
$.23 per hour	1	0.68	40	0.27
$.25 per hour	10	6.80	1.375	9.45

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT) (Cont'd)

	Agts		Emps	
	#	%	#	%
$.30 per hour	5	3.40	362	2.49
$.31 per hour	2	1.36	116	0.80
$.32 per hour	2	1.36	337	2.32
$.35 per hour	5	3.40	634	4.36
$.37 per hour	1	0.68	65	0.45
$.39 per hour	2	1.36	150	1.03
$.40 per hour	5	3.40	509	3.50
$.45 per hour	5	3.40	190	1.31
$.48 per hour	1	0.68	48	0.33
$.50 per hour	3	2.04	147	1.01
$.55 per hour	2	1.36	390	2.68
$.70 per hour	1	0.68	50	0.34
$.75 per hour	3	2.04	498	3.42
$.85 per hour	1	0.68	206	1.42
$2.00 per shift	1	0.68	40	0.27
$3.50 per shift	1	0.68	23	0.16
$3.75 per shift	1	0.68	7	0.05
5% of wages	1	0.68	30	0.21
10% of wages	1	0.68	12	0.08
Provision exists, but amount of premium not specified or cannot be determined	2	1.36	2,032	13.96
Other	4	2.72	554	3.81

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	143	97.28	14,267	98.02
$.20 per hour	1	0.68	95	0.65
$.28 per hour	1	0.68	35	0.24
$.55 per hour	1	0.68	90	0.62
5% of wages	1	0.68	68	0.47

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	137	93.20	12,966	89.08
$0.12 per hour	1	0.68	220	1.51
$.10 per hour	1	0.68	25	0.17
$.50 per hour	2	1.36	500	3.44
$.90 per hour	1	0.68	6	0.04
$5.00 per shift	1	0.68	206	1.42
1.13 time differential	1	0.68	220	1.51
Combination of cents per hour and time differential	3	2.04	412	2.83

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	131	89.12	12,073	82.95
$.15 per hour	2	1.36	157	1.08
$.20 per hour	2	1.36	190	1.31
$.25 per hour	1	0.68	350	2.40
$.30 per hour	1	0.68	90	0.62
$.35 per hour	1	0.68	650	4.47
$.60 per hour	1	0.68	50	0.34
$.75 per hour	2	1.36	330	2.27
$1.00 per hour	1	0.68	12	0.08
$2.00 per shift	1	.68	82	0.56
1.25 time differential	2	1.36	440	3.02
Provision exists, but amount of premium not specified or cannot be determined	1	0.68	25	0.17
Other	1	0.68	106	0.73

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	129	87.76	13,304	91.41
More than one days work but less than one week or equivalent wage guarantee	1	0.68	20	0.14
Weekly work or wage guarantee	16	10.88	1,225	8.42
Monthly work or wage guarantee	1	0.68	6	0.04

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	78	53.06	5,137	35.29
Two hours of work	11	7.48	1,678	11.53
Three hours of work	5	3.40	608	4.18
Four hours of work	41	27.89	5,478	37.64
Six hours of work	2	1.36	269	1.85
Seven hours of work	1	0.68	60	0.41
Eight hours of work	4	2.72	147	1.01
Guarantee varies depending on whether or not employee is put to work	5	3.40	1,178	8.09

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	46	31.29	2,824	19.40
Straight time for 2 hours	2	1.36	80	0.55
Straight time for 3 hours	12	8.16	1,413	9.71
Straight time for 3 hours followed by time and one-half	1	0.68	35	0.24
Straight time for 3 hours followed by applicable overtime rate	1	0.68	12	0.08
Straight time for 4 hours	29	19.73	3,951	27.15
Straight time for 4 hours followed by time and one-half	15	10.20	1,904	13.08
Straight time for 4 hours followed by double time	1	0.68	30	0.21
Straight time for 4 hours followed by applicable overtime rate	12	8.16	1,322	9.08
Straight time for 5 hours followed by time and one-half	1	0.68	125	0.86
Straight time for 6 hours	1	0.68	350	2.40
Straight time for 6 hours followed by time and one-half	1	0.68	300	2.06
Time and one-half for 2 hours	2	1.36	101	0.69
Time and one-half for 3 hours	2	1.36	57	0.39
Time and one-half for 4 hours	3	2.04	972	6.68
Time and one-half for 4 hours followed by straight time	1	0.68	257	1.77
Double time for 3 hours	1	0.68	60	0.41
Applicable overtime rate for 0 hours	1	1.36	96	0.66
Applicable overtime rate for 2 hours	3	2.04	111	0.76
Applicable overtime rate for 3 hours	1	0.68	6	0.04
Applicable overtime rate for 4 hours	7	4.76	483	3.32
Applicable overtime rate for 4 hours followed by the applicable overtime rate	1	0.68	18	0.12
Other	2	1.36	48	0.33

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	133	90.48	13,129	90.20
Two hours pay or less	1	0.68	115	0.79
More than two hours pay but less than four	3	2.04	166	1.14
More than four hours pay	3	2.04	485	3.33
Flat amount per hour	1	0.68	30	0.21
Flat amount per day	1	0.68	40	0.27
Percentage of hourly rate	1	0.68	352	2.42
Other	4	2.72	238	1.64

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	136	92.52	12,835	88.18
Compensation for full shift - machinery breakdown	1	0.68	23	0.16
Compensation for one-half shift - machinery breakdown	3	2.04	200	1.37
Combination for one-half shift - machinery breakdown and weather conditions	3	2.04	790	5.43
Other	4	2.72	707	4.86

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	146	99.32	14,349	98.58
Paid Transportation or Allowance	1	0.68	206	1.42

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	145	98.64	14,333	98.47
Paid travel time	2	1.36	222	1.53

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	131	89.12	12,150	83.48
Paid travel time	3	2.04	820	5.63
Paid transportation or allowance	13	8.84	1,585	10.89

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	117	79.59	12,117	83.25
Travel pay provision	2	1.36	110	0.76
Meal allowance	4	2.72	154	1.06
Transportation allowance	1	0.68	32	0.22
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	23	15.65	2,142	14.72

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	132	89.80	11,489	78.94
$.23 per mile	1	0.68	95	0.65
$.26 per mile	1	0.68	26	0.18
$.27 per mile	1	0.68	65	0.45
$.28 per mile	1	0.68	16	0.11
$.30 per mile	3	2.04	150	1.03
$.32 per mile	1	0.68	206	1.42
$.35 per mile	1	0.68	156	1.07
$.45 per mile	1	0.68	25	0.17
$.48 per mile	2	1.36	21	0.14
Other	3	2.04	2,306	15.84

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	10	6.80	1,337	9.19
5 full holidays	1	0.68	100	0.69
6 full holidays	1	0.68	100	0.69
7 full holidays	1	0.68	26	0.18
8 full holidays	6	4.08	1,385	9.52
9 full holidays	34	23.13	4,455	30.61
9 full holidays and 1 half holiday	3	2.04	188	1.29
10 full holidays	48	32.65	3,240	22.26
10 full holidays and 1 half holiday	2	1.36	51	0.35
10 full holidays and 2 half holidays	2	1.36	44	0.30
11 full holidays	26	17.69	2,236	15.36
11 full holidays and 2 half holidays	1	0.68	2	0.01
12 full holidays	8	5.44	791	5.43
12 full holidays and 3 half holidays	1	0.68	6	0.04
13 full holidays	2	1.36	432	2.97
14 full holidays	1	0.68	162	1.11

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	106	72.11	8,085	55.55
30 calendar days	15	10.20	1,600	10.99
45 calendar days	1	0.68	144	0.99
60 calendar days	1	0.68	0	0.00
5 working days	2	1.36	273	1.88
10 working days	1	0.68	65	0.45
15 working days	3	2.04	446	3.06
30 working days	10	6.80	1,166	8.01
45 working days	1	0.68	54	0.37
60 working days	1	0.68	352	2.42
65 working days	1	0.68	90	0.62
4 weeks	2	1.36	130	0.89
24 weeks	1	0.68	2,000	13.74
26 weeks	1	0.68	50	0.34
Other	1	0.68	100	0.69

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	32	21.77	1,602	11.01
Employee must have worked both the last working day before and the next working day after	107	72.79	10,235	70.32
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	6	4.08	2,475	17.00
Other	2	1.36	243	1.67

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	65	44.22	7,502	51.54
Working day off with pay	15	10.20	1,138	7.82
Extra days pay	5	3.40	140	0.96
Working day off or extra days pay	6	4.08	481	3.30
Observe on following Monday, preceeding Friday or day proclaimed by government	54	36.73	5,076	34.87
Other	2	1.36	218	1.50

TABLE: 61

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	55	37.41	4,688	32.21
Working day off with pay	12	8.16	905	6.22
Extra days pay	4	2.72	135	0.93
Working day off or extra days pay	6	4.08	481	3.30
Observe on following Monday, preceeding Friday or day proclaimed by government	68	46.26	8,128	55.84
Other	2	1.36	218	1.50

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	24	16.33	3,986	27.39
Straight time	18	12.24	697	4.79
Time and one-half	45	30.61	4,129	28.37
Time and one-half followed by double time	5	3.40	561	3.85
Double time followed by double time and one-half	2	1.36	198	1.36
Double time	46	31.29	4,187	28.77
Double time followed by triple time	1	0.68	257	1.77
Other	6	4.08	540	3.71

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	146	99.32	14,551	99.97
1 full holiday	1	0.68	4	0.03

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	34	23.13	2,406	16.53
Shut down of plant during vacation period	1	0.68	25	0.17
Any provision conferring any right for the employee to select his vacation	93	63.27	6,688	45.95
Combination of shut down and/or any right for the employee to select his vacation	16	10.88	5,263	36.16
Shut down of the plant at employer option	2	1.36	160	1.10
Other	1	0.68	13	0.09

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	21	14.29	3,514	24.14
1 year of service	5	3.40	197	1.35
2 years of service	3	2.04	206	1.42
3 years of service	11	7.48	495	3.40
4 years of service	12	8.16	1,414	9.71
5 years of service	73	49.66	6,370	43.77
6 years of service	12	8.16	1,888	12.97
7 years of service	2	1.36	53	0.36
8 years of service	1	0.68	30	0.21
9 years of service	1	0.68	52	0.36
10 year of service	5	3.40	331	2.27
Length of service varies for different groups of employees	1	0.68	5	0.03

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	30	20.41	3,774	25.93
5 years of service	2	1.36	25	0.17
6 years of service	1	0.68	23	0.16
8 years of service	5	3.40	368	2.53
9 years of service	6	4.08	1,345	9.24
10 years of service	25	17.01	1,424	9.78
11 years of service	10	6.80	507	3.48
12 years of service	23	15.65	2,384	16.38
13 years of service	10	6.80	1,307	8.98
14 years of service	7	4.76	1,095	7.52
15 years of service	18	12.24	1,570	10.79
16 years of service	1	0.68	30	0.21
18 years of service	2	1.36	360	2.47

TABLE 67:

PAID VACATIONS - FOUR WEEKS (Cont'd)

	Agts		Emps	
	#	%	#	%
20 years of service	4	2.72	150	1.03
25 years of service	2	1.36	188	1.29
Length of service varies for different groups of employees	1	0.68	5	0.03

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	68	46.26	7,040	48.37
10 years of service	2	1.36	130	0.89
12 years of service	1	0.68	7	0.05
14 years of service	1	0.68	68	0.47
15 years of service	4	2.72	403	2.77
17 years of service	1	0.68	156	1.07
18 years of service	5	3.40	497	3.41
19 years of service	1	0.68	115	0.79
20 years of service	23	15.65	2,569	17.65
21 years of service	9	6.12	1,449	9.96
22 years of service	10	6.80	696	4.78
23 years of service	6	4.08	72	0.49
24 years of service	4	2.72	740	5.08
25 years of service	6	4.08	184	1.26
26 years of service	1	0.68	37	0.25
28 years of service	1	0.68	13	0.09
30 years of service	4	2.72	379	2.60

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	118	80.27	10,903	74.91
20 years of service	3	2.04	253	1.74
25 years of service	4	2.72	329	2.26
27 years of service	7	4.76	1,209	8.31
29 years of service	1	0.68	5	0.03
30 years of service	12	8.16	1,616	11.10
35 years of service	2	1.36	240	1.65

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	139	94.56	13,027	89.50
25 years of service	1	0.68	144	0.99
35 years of service	7	4.76	1,384	9.51

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	146	99.32	14,349	98.58
1 year of service	1	0.68	206	1.42

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	92	62.59	10,201	70.09
With limit	7	4.76	378	2.60
Carry-over specifically prohibited	47	31.97	3,719	25.55
Other	1	0.68	257	1.77

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	140	95.24	13,231	90.90
Vacation extended at regular intervals of years service	1	0.68	90	0.62
Vacation extended in certain anniversary employment years	2	1.36	690	4.74
Vacation extended if regular allowance taken in specified period of time of year	3	2.04	194	1.33
Vacation extended for employees of pre-retirment age	1	0.68	350	2.40

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	125	85.03	11,975	82.27
Provision for vacation bonus	14	9.52	2,022	13.89
Provision for year end bonus or Christmas bonus	6	4.08	212	1.46
Provision for both vacation bonus, year end and/or Christmas bonus	1	0.68	324	2.23
Other	1	0.68	22	0.15

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	63	42.86	4,999	34.35
Another working day off with pay	43	29.25	3,720	25.56
Extra days pay	10	6.80	2,824	19.40
Either working day off with pay or extra days pay	30	20.41	2,944	20.23
Other	1	0.68	68	0.47

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	131	89.12	12,963	89.06
Provision exists	16	10.88	1,592	10.94

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	14	9.52	1,790	12.30
1 day	3	2.04	218	1.50
2 days	4	2.72	111	0.76
3 days	92	62.59	9,292	63.84
4 days	6	4.08	453	3.11
5 days	17	11.56	1,877	12.90
6 days	4	2.72	374	2.57
Not specified or cannot be determined	4	2.72	160	1.10
Other	3	2.04	280	1.92

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	75	51.02	9,033	62.06
1 day	52	35.37	3,219	22.12
2 days	2	1.36	151	1.04
3 days	16	10.88	1,817	12.48
5 days	1	0.68	300	2.06
Not specified or cannot be determined	1	0.68	35	0.24

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	145	98.64	14,510	99.69
1 day	1	0.68	42	0.29
3 days	1	0.68	3	0.02

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	145	98.64	14,400	98.94
1 day	2	1.36	155	1.06

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	143	97.28	14,118	97.00
5 days	1	0.68	10	0.07
Additional weeks if required	2	1.36	372	2.56
Provision exists, but not specified or cannot be determined if paid or unpaid	1	0.68	55	0.38

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	60	40.82	6,098	41.90
Employee receives regular pay plus jury duty fees	1	0.68	7	0.05
Employee receives the difference between regular pay and jury fees	79	53.74	8,074	55.47
Employee receives part of the difference between regular pay and jury fees	1	0.68	40	0.27
Employee receives a fixed amount	3	2.04	170	1.17
Employee receives regular pay	2	1.36	131	0.90
Provision exists, but amount of pay not specified or cannot be determined	1	0.68	35	0.24

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	126	85.71	11,661	80.12
Employee receives regular pay	3	2.04	129	0.89
Employee receives a percentage of regular pay	1	0.68	23	0.16
Provision exists, but no mention whether leave is paid or unpaid	6	4.08	718	4.93
Unpaid leave of absence	5	3.40	933	6.41
Leave of absence for writing examinations, whether paid or unpaid	6	4.08	1,091	7.50

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	61	41.50	5,743	39.46
Provision for unpaid leave of absence	74	50.34	6,053	41.59
Provision for paid leave of absence (whole or in part)	1	0.68	23	0.16
Provision for leave of absence, but not mentioned if paid or unpaid	9	6.12	2,676	18.39
Full time union job - unpaid	2	1.36	60	0.41

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	76	51.70	7,129	48.98
1 month	7	4.76	595	4.09
2 months	2	1.36	213	1.46
3 months	4	2.72	414	2.84
6 months	1	0.68	140	0.96
12 months	2	1.36	88	0.60
Less than one month	3	2.04	757	5.20
Unspecified or cannot be determined	52	35.37	5,219	35.86

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	128	87.07	9,860	67.74
Provision	19	12.93	4,695	32.26

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	129	87.76	13,061	89.74
2 months of service the employee must complete to qualify for maternity leave	1	0.68	7	0.05
6 months of service the employee must complete to qualify for maternity leave	2	1.36	221	1.52
9 months of service the employee must complete to qualify for maternity leave	1	0.68	40	0.27
12 months of service the employee must complete to qualify for maternity leave	14	9.52	1,226	8.42

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	121	82.31	11,634	79.93
15 weeks granted for maternity leave	1	0.68	350	2.40
16 weeks granted for maternity leave	2	1.36	200	1.37
17 weeks granted for maternity leave	9	6.12	720	4.95
18 weeks granted for maternity leave	1	0.68	140	0.96
24 weeks granted for maternity leave	2	1.36	136	0.93
26 weeks granted for maternity leave	6	4.08	658	4.52
36 weeks granted for maternity leave	1	0.68	300	2.06
52 weeks granted for maternity leave	4	2.72	417	2.86

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	122	82.99	12,454	85.57
Seniority retained up to time maternity leave begins	22	14.97	2,031	13.95
Seniority accumulates during entire maternity leave	3	2.04	70	0.48

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	122	82.99	11,811	81.15
Leave of absence with loss of pay	20	13.61	2.469	16.96
Leave of absence - weekly indemnity or group insurance plan	2	1.36	70	0.48
Unemployment insurance maternity benefits only	2	1.36	165	1.13
Provision mentioned, details not specified cannot be determined	1	0.68	40	0.27

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	55	37.41	5,890	40.47
$2.90 for meal allowance	1	0.68	49	0.34
$3.50 for meal allowance	1	0.68	18	0.12
$3.75 for meal allowance	1	0.68	12	0.08
$4.00 for meal allowance	1	0.68	54	0.37
$5.00 for meal allowance	1	0.68	225	1.55
$7.00 for meal allowance	1	0.68	20	0.14
Paid meal period	14	9.52	1,467	10.08
Employee works beyond his scheduled hours or for special circumstances	70	47.62	6,673	45.85
Other	2	1.36	147	1.01

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	126	85.71	9,700	66.64
One period of 3 minutes duration	2	1.36	2,650	18.21
One period of 5 minutes duration	10	6.80	1,005	6.90
One period of 10 minutes duration	3	2.04	665	4.57
Two periods of 5 minutes duration	2	1.36	62	0.43
Two periods of 10 minutes duration	1	0.68	13	0.09
Two periods of 30 minutes duration	1	0.68	20	0.14
Other	2	1.36	440	3.02

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	55	37.41	4,869	33.45
Once a day 10 minutes	3	2.04	459	3.15
Once a day 30 minutes	1	0.68	30	0.21
Twice a day 20 minutes	36	24.49	4,558	31.32
Twice a day 30 minutes	36	24.49	3,345	22.98
Three times a day 30 minutes	4	2.72	174	1.20
Three times a day 36 minutes	1	0.68	257	1.77
Three times a day 45 minutes	5	3.40	431	2.96
Time not stated, or cannot be determined	4	2.72	125	0.86
Other	2	1.36	307	2.11

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	101	68.71	8,514	58.50
Work clothing and uniform provided by employer at no cost to employee	18	12.24	4,325	29.71
Work clothing and uniform provided at some cost to the employee	7	4.76	394	2.71
Monetary allowance provided for purchase of work clothing	2	1.36	305	2.10
Provided and replaced by employer	3	2.04	202	1.39
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	16	10.88	815	5.60

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	61	41.50	7,177	49.31
Safety equipment supplied at no cost to employee	35	23.81	3,126	21.48
Safety equipment supplied at some cost to employee	3	2.04	386	2.65
Monetary allowance provided for purchase of safety equipment	15	10.20	1,114	7.65
Provided and replaced by employer	3	2.04	142	0.98
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	28	19.05	2,505	17.21
Provision exists, no details given	1	0.68	80	0.55
Other	1	0.68	25	0.17

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	125	85.03	12,331	84.72
Tools supplied at no cost to employee	7	4.76	402	2.76
Tools supplied at some cost to employee	2	1.36	112	0.77
Tools replaced at no cost to employee	1	0.68	95	0.65
Monetary allowance provided for purchase of tools	9	6.12	1,330	9.14
Provided and replaced by employer	3	2.04	285	1.96

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	102	69.39	8,652	59.44
Training on the job	12	8.16	1,100	7.56
Apprenticeship program	10	6.80	1,839	12.63
Tuition and financial assistance	2	1.36	130	0.89
Combination of training on the job and/or apprenticeship program	8	5.44	850	5.84
Combination of training on the job and/or tuition and financial assistance	3	2.04	473	3.25
Combination of apprenticship program and/or tuition and financial assistance	1	0.68	106	0.73
Combination of training on the job, apprenticeship program and/or tuition and financial assistance	3	2.04	516	3.55
Provision exists, but no details given	6	4.08	889	6.11

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	30	20.41	3,339	22.94
Provision exists for safety program	40	27.21	2,409	16.55
Safety committee	46	31.29	4,878	33.51
Pay for safety committee	3	2.04	327	2.25
Combination of safety program, safety committee and/or pay for safety committee	27	18.37	3,547	24.37
Provision exists, no details given	1	0.68	55	0.38

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	14,040	96.46
$.25 per hour	1	0.68	156	1.07
Other	2	1.36	359	2.47

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	142	96.60	14,359	98.65
Moonlighting permitted with restrictions other than interfering with regular work of employees	2	1.36	146	1.00
Moonlighting prohibited	3	2.04	50	0.34

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	114	77.55	10,205	70.11
Contracting-out permitted	6	4.08	845	5.81
Contracting-out prohibited	7	4.76	598	4.11
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	12	8.16	1,219	8.38
Prohibited except on specialized jobs	3	2.04	1,187	8.16
Provision exists, but no details given	1	0.68	65	0.45
Other	4	2.72	436	3.00

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	140	95.24	14,151	97.22
Wage re-opener	3	2.04	86	0.59
Combination of wage re-opener and/or non-wage re-opener only	2	1.36	241	1.66
Provision exists no details given	1	0.68	45	0.31
Other	1	0.68	32	0.22

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	129	87.76	10,921	75.03
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	2	1.36	1,350	9.28
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	15	10.20	2,122	14.58
Combination of transfer, transfer if available, retraining and/or special seniority rights in lay-off and recall	1	0.68	162	1.11

TABLE 107:

LABOUR AND MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	110	74.83	8,819	60.59
Provision exists	37	25.17	5,736	39.41

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	32	21.77	3,464	23.80
Provision exists	115	78.23	11,091	76.20

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	12,850	88.29
Provision exists	3	2.04	1,705	11.71

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	55	37.41	6,134	42.14
Union membership	31	21.09	3,252	22.34
Race, religion, sex, age	1	0.68	40	0.27
Race, religion, union membership	6	4.08	242	1.66
Race, religion, union membership, sex	4	2.72	340	2.34
Race, religion, union membership, sex, age	3	2.04	68	0.47
Race, religion, nationality	1	0.68	142	0.98
Race, religion, nationality, union membership	2	1.36	83	0.57
Race, religion, nationality, sex	8	5.44	756	5.19
Race, religion, nationality, union membership, sex	10	6.80	770	5.29
Race, religion, nationality, union membership, sex, age	4	2.72	246	1.69
Race, religion, nationality, sex, age	1	0.68	12	0.08
Race, religion, union membership, age, sex, marital status	1	0.68	162	1.11
Race, religion, nationality, marital status	3	2.04	204	1.40
Race, religion, nationality, union membership, sex, age, marital status	10	6.80	2,356	9.32
Race, religion, nationality, union membership, sex, marital status	5	3.40	347	2.38
Other	2	1.36	401	2.76

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	108	73.47	7,873	54.09
Compensation payable is the difference between worker's compensation and regular salary	20	13.61	4,061	27.90
Compensation while injured employee claim is being settled by Worker's Compensation Board	1	0.68	150	1.03
Other form of supplementary payment	1	0.68	225	1.55
Full compensation by employer, when off work due to injury on the job	1	0.68	54	0.37
Provision exists, no details given	16	10.88	2,192	15.06

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	134	91.16	13,802	94.83
Irregular hours	2	1.36	206	1.42
Provision exists, no details given	11	7.48	547	3.76

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	134	91.16	13,802	94.83
Irregular hours	2	1.36	206	1.42
Provision exists, no details given	11	7.48	547	3.76

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	133	90.48	13,757	94.52
24 hours	4	2.72	241	1.66
Irregular hours	1	0.68	106	0.73
Provision exists, no details given	9	6.12	451	3.10

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	14,253	97.93
Provision for pension benefits	1	0.68	42	0.29
Combination of health and welfare benefits, sick leave and pension benefits	1	0.68	35	0.24
Provision exists, but no details given	1	0.68	225	1.55

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	139	94.56	13,734	94.36
Pro-rated vacation for part timers	8	5.44	821	5.64

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	143	97.28	13,819	94.94
Pro-rated paid statutory holidays	4	2.72	736	5.06

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	14,253	97.93
Seniority provisions for full-time workers - explicitly apply to part time workers	3	2.04	302	2.07

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	129	87.76	12,599	86.56
Provision exists - is effective during agreement	17	11.56	1,812	12.45
Provision exists - to be implemented at a late date	1	0.68	144	0.99

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	129	87.76	12,599	86.56
Automatic quarterly adjustments	6	4.08	552	3.79
Automatic semi-annual adjustments	1	0.68	68	0.47
One adjustment during term of agreement	2	1.36	198	1.36
Adjustments tied to a specific amount of the change in the consumer price index	9	6.12	1,138	7.82

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	130	88.44	12,683	87.14
0 cents per hour adjustment for each .3 point change in C.P.I.	6	4.08	474	3.26
0 cents per hour adjustment for each 3.5 point change in C.P.I.	1	0.68	130	0.89
20.5 dollars per week adjustment for each .7 point change in C.P.I.	1	0.68	68	0.47
31.6 dollars per week adjustment for each 9.9 point change in C.P.I.	1	0.68	7	0.05
.1 percent adjustment in wages for each 1.0 percent change in C.P.I.	4	2.72	415	2.85
0 cents per hour adjustment for each .4 percent change in C.P.I.	1	0.68	600	4.12
0 cents per hour adjustment for each .6 percent change in .C.P.I.	2	1.36	150	1.03
Monthly adjustments that cannot be easily tabulated	1	0.68	28	0.19

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	117	79.59	8,786	60.36
1 month	1	0.68	125	0.86
2 months	1	0.68	2,000	13.74
3 months	6	4.08	683	4.69
4 months	3	2.04	150	1.03
6 months	2	1.36	201	1.38
12 months	2	1.36	377	2.59
Less than one months notice	1	0.68	352	2.42
Provision exists, but no details given	14	9.52	1,881	12.92

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	116	78.91	7,715	53.01
Provision exists	31	21.09	6,840	46.99

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	121	82.31	8,720	59.91
Displaced employees provided with on the job training opportunity on new equipment	8	5.44	710	4.88
Displaced employees provided with on the job training opportunity for other job	10	6.80	1,873	12.87
Laid-off employee to receive retraining at employers expense	2	1.36	756	5.19
Provision exists, no details given	3	2.04	2,260	15.53
Other	3	2.04	236	1.62

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	12,448	85.52
Employer pays full cost	1	0.68	90	0.62
Flat amount	1	0.68	17	0.12
Provision exists, no details given	1	0.68	2,000	13.74

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	140	95.24	12,124	83.30
3 months	1	0.68	150	1.03
Period not specified	3	2.04	631	4.34
Provision exists, indefinite or period not specified	3	2.04	1,650	11.34

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	14,143	97.17
Provision exists	2	1.36	377	2.59
Provision exists, no details given	1	0.68	35	0.24

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	138	93.88	12,753	87.62
Some form of wage or employment guarantee - other than S.U.B. or severance pay	8	5.44	1,627	11.18
Other	1	0.68	175	1.20

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	142	96.60	12,765	87.70
Committee studies the problems created by technological changes and makes recommendations	3	2.04	727	4.99
Committee has specific administrative function such as-administration of fund, retraining, relocation	1	0.68	1,050	7.21
Combination of studies problems and/or administration of fund, retraining, location	1	0.68	13	0.09

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	69	46.94	5,469	37.57
50% - employers contribution	19	12.93	3,853	26.47
60% - employers contribution	2	1.36	181	1.24
67% - employers contribution	1	0.68	84	0.58
75% - employers contribution	3	2.04	260	1.79
80% - employers contribution	2	1.36	86	0.59
90% - employers contribution	1	0.68	40	0.27
100% - employers contribution	20	13.61	1,732	11.90
$50	1	0.68	68	0.47
$360	1	0.68	354	2.43
$980	1	0.68	4	0.03
Provision exists, but not specified or cannot be determined	27	18.37	2,424	16.65

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	122	82.99	10,531	72.35
50% - employers contribution	3	2.04	2,097	14.41
60% - employers contribution	1	0.68	100	0.69
80% - employers contribution	1	0.68	48	0.33
90% - employers contribution	1	0.68	40	0.27
100% - employers contribution	9	6.12	946	6.50
$360	2	1.36	377	2.59
$980	1	0.68	4	0.03
Provision exists, but not specified or cannot be determined	7	4.76	412	2.83

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidential death or dismemberment insurance plan	106	72.11	7,111	48.86
5% of premium paid by employer	1	0.68	650	4.47
50% of premium paid by employer	4	2.72	2,398	16.48
60% of premium paid by employer	1	0.68	156	1.07
75% of premium paid by employer	1	0.68	80	0.55
80% of premium paid by employer	1	0.68	48	0.33
99.8 of premium paid by employer	1	0.68	16	0.11
100% of premium paid by employer	15	10.20	2,215	15.22
Amount of employer contribuion not specified or cannot be determined	17	11.56	1,881	12.92

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidential death and dismemberment insurance plan	105	71.43	7,105	48.81
$1,500	1	0.68	80	0.55
$2,500	1	0.68	5	0.03
$3,500	1	0.68	300	2.06
$8,000	1	0.68	162	1.11
$10,000	3	2.04	330	2.27
$11,000	1	0.68	600	4.12
$12,250	1	0.68	650	4.47
$13,000	1	0.68	130	0.89
$18,000	1	0.68	52	0.36
$25,000	1	0.68	16	0.11
$28,000	2	1.36	198	1.36
$30,000	2	1.36	213	1.46
$40,000	1	0.68	150	1.03

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS (Cont'd)

	Agts		Emps	
	#	%	#	%
Amount of benefits varies with income	6	4.08	587	4.03
Amount of benefits not specified or cannot be determined	17	11.56	1,887	12.96
Other	2	1.36	2,090	14.36

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	62	42.18	5,296	36.39
$1,500	1	0.68	80	0.55
$2,500	1	0.68	5	0.03
$4,000	2	1.36	502	3.45
$9,000	1	0.68	38	0.26
$10,000	5	3.40	382	2.62
$11,000	1	0.68	600	4.12
$12,000	1	0.68	23	0.16
$13,000	1	0.68	130	0.89
$15,000	1	0.68	110	0.76
$16,000	1	0.68	162	1.11
$17,500	1	0.68	25	0.17
$18,000	1	0.68	52	0.36
$19,000	1	0.68	90	0.62
$20,000	2	1.36	99	0.68
$25,000	4	2.72	452	3.11
$28,000	2	1.36	198	1.36
$30,000	2	1.36	213	1.46
$40,000	1	0.68	150	1.03
Amount of benefits varies with income	6	4.08	2,572	17.67
Amount of benefits not specified or cannot be determined	49	33.33	3,286	22.58
Other	1	0.68	90	0.62

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	88	59.86	10,570	72.62
1 day granted per year	1	0.68	115	0.79
3 days granted per year	4	2.72	412	2.83
4 days granted per year	10	6.80	349	2.40
5 days granted per year	8	5.44	660	4.53
6 days granted per year	12	8.16	727	4.99
7 days granted per year	2	1.36	76	0.52
8 days granted per year	1	0.68	12	0.08

TABLE 136:

AMOUNT OF SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
10 days granted per year	3	2.04	377	2.59
12 days granted per year	3	2.04	14	0.10
24 days granted per year	1	0.68	84	0.58
30 days granted per year	1	0.68	5	0.03
Granted on a monthly basis	1	0.68	26	0.18
Annual allowance varies with length of service	4	2.72	332	2.28
Annual allowance varies for different groups of employees	1	0.68	45	0.31
Paid sick leave exists, but annual allowance not specified or cannot be determined	6	4.08	725	4.98
Other	1	0.68	26	0.18

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	111	75.51	12,379	85.05
Paid sick leave plan exists, but unused allowance not cumulative	4	2.72	576	3.96
10 days maximum accumulation	1	0.68	17	0.12
20 days maximum accumulation	1	0.68	3	0.02
40 days maximum accumulation	1	0.68	6	0.04
50 days maximum accumulation	1	0.68	42	0.29
70 days maximum accumulation	1	0.68	28	0.19
75 days maximum accumulation	1	0.68	84	0.58
150 days maximum accumulation	1	0.68	5	0.03
365 days maximum accumulation	1	0.68	140	0.96
Unlimited accumulation, or maximum cannot be determined	7	4.76	338	2.32
Unused sick leave converted to cash at end of calendar year	15	10.20	812	5.58
Provision exists, but no details given	2	1.36	125	0.86

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	140	95.24	14,100	96.87
Paid sick leave plan exists, but no provision for cash payment for unused allowance on retirement	3	2.04	76	0.52
20% of unused sick leave paid to the employee	1	0.68	175	1.20
100% of unused sick leave paid to the employee	1	0.68	6	0.04
Lump sum payment or cash payment	1	0.68	144	0.99
Provision not specified or cannot be determined	1	0.68	54	0.37

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	*144*	*97.96*	*14,479*	*99.48*
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	*3*	*2.04*	*76*	*0.52*

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	*129*	*87.76*	*10,845*	*74.51*
Unreduced basic benefit	*5*	*3.40*	*852*	*5.85*
Reduced basic benefit	*5*	*3.40*	*966*	*6.64*
Special monthly pension payments	*8*	*5.44*	*1,892*	*13.00*

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	*74*	*50.34*	*7,007*	*48.14*
2 weeks	*3*	*2.04*	*242*	*1.66*
8 weeks	*1*	*0.68*	*40*	*0.27*
11 weeks	*2*	*1.36*	*440*	*3.02*
13 weeks	*2*	*1.36*	*527*	*3.62*
15 weeks	*2*	*1.36*	*120*	*0.82*
24 weeks	*1*	*0.68*	*650*	*4.47*
26 weeks	*20*	*13.61*	*1,690*	*11.61*
37 weeks	*1*	*0.68*	*300*	*2.06*
39 weeks	*1*	*0.68*	*4*	*0.03*
52 weeks	*5*	*3.40*	*1,177*	*8.09*
219 weeks	*1*	*0.68*	*600*	*4.12*
Maximum duration of weekly sickness and accident indemnity varies with length of service	*3*	*2.04*	*295*	*2.03*
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	*30*	*20.41*	*1,437*	*9.87*
Other	*1*	*0.68*	*26*	*0.18*

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	61	41.50	6,257	42.99
$75 per week	1	0.68	175	1.20
$100 per week	1	0.68	300	2.06
$120 per week	1	0.68	352	2.42
$125 per week	1	0.68	50	0.34
$150 per week	2	1.36	655	4.50
$160 per week	1	0.68	25	0.17
$200 per week	2	1.36	272	1.87
$205 per week	1	0.68	130	0.89
$225 per week	1	0.68	220	1.51
$231 per week	1	0.68	38	0.26
$245 per week	1	0.68	95	0.65
$250 per week	4	2.72	802	5.51
$255 per week	1	0.68	40	0.27
$260 per week	1	0.68	26	0.18
$275 per week	2	1.36	136	0.93
$340 per week	1	0.68	90	0.62
Amount of weekly indemnity expressed as a percent of wages	22	14.97	2,243	15.41
Amount of weekly indemnity varies with income	1	0.68	140	0.96
Amount of weekly indemnity varies with length of service	1	0.68	300	2.06
Welfare plan mentioned, but no details given	39	26.53	2,169	14.90
Other	1	0.68	40	0.27

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	118	80.27	11,234	77.18
50% - employers contribution	3	2.04	45	0.31
60% - employers contribution	1	0.68	156	1.07
75% - employers contribution	1	0.68	80	0.55
100% - employers contribution	9	6.12	2,113	14.52
110% - employers contribution	1	0.68	23	0.16
Provision exists, but not specified or cannot be determined	14	9.52	904	6.21

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	108	73.47	10,752	73.87

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT (Cont'd)

	Agts		Emps	
	#	%	#	%
$150 per week	1	0.68	600	4.12
$175 per week	1	0.68	162	1.11
$250 per week	3	2.04	280	1.92
$375 per week	1	0.68	300	2.06
$413 per week	2	1.36	377	2.59
$500 per week	1	0.68	32	0.22
60% of yearly salary	2	1.36	157	1.08
67% of yearly salary	2	1.36	134	0.92
60% of monthly salary	1	0.68	350	2.40
67% of monthly salary	1	0.68	144	0.99
Plan mentioned by no details given	23	15.65	1,232	8.46
Other	1	0.68	35	0.24

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	84	57.14	8,488	58.32
$11 for each month of service	1	0.68	115	0.79
$12 for each month of service	2	1.36	440	3.02
$16 for each month of service	1	0.68	40	0.27
$1,500 for each month of service	1	0.68	600	4.12
$2,250 for each month of service	1	0.68	650	4.47
$150 for each year of service	1	0.68	25	0.17
$800 for each year of service	1	0.68	300	2.06
$900 for each year of service	1	0.68	5	0.03
$1,650 for each year of service	1	0.68	54	0.37
$1,690 for each year of service	1	0.68	20	0.14
Plan mentioned, no details given	45	30.61	2,699	18.54
Other	7	4.76	1,119	7.69

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	135	91.84	13,422	92.22
Lump sum payment	4	2.72	669	4.60
Plan mentioned, no details given	6	4.08	190	1.31
Other	2	1.36	274	1.88

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	126	85.71	12,645	86.88
50% - employers contribution	5	3.40	144	0.99
67% - employers contribution	1	0.68	84	0.58
75% - employers contribution	1	0.68	80	0.55
80% - employers contribution	1	0.68	4	0.03
100% - employers contribution	6	4.08	1,222	8.40
Provision exists, but not specified or cannot be determined	7	4.76	376	2.58

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	145	98.64	14,343	98.54
Provision to index at full C.O.L.A.	1	0.68	68	0.47
Provision to index at percent of C.O.L.A.	1	0.68	144	0.99

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	136	92.52	12,576	86.40
Union-management	4	2.72	950	6.53
Management only	1	0.68	350	2.40
Trustees (either individual or corporate) or insurance company	5	3.40	589	4.05
Provision exists, but no details	1	0.68	90	0.62

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	146	99.32	14,520	99.76
Union - Management (Joint Management)	1	0.68	35	0.24

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	144	97.96	13,248	91.02
SUB benefits specified in agreement	3	2.04	1,307	8.98

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	138	93.88	13,634	93.67
Union only	1	0.68	10	0.07
Trustee (either individual or corporate) or insurance company	8	5.44	911	6.26

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	116	78.91	11,994	82.40
Severance payments specified in agreement	31	21.09	2,561	17.60

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	126	85.71	13,164	90.44
1 week for each year of service	5	3.40	545	3.74
Flat amount	6	4.08	167	1.15
Provision exists, but no details given	1	0.68	7	0.05
Other	9	6.12	672	4.62

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	119	80.95	12,479	85.74
4 weeks	3	2.04	58	0.40
5 weeks	3	2.04	134	0.92
9 weeks	1	0.68	35	0.24
12 weeks	1	0.68	17	0.12
14 weeks	4	2.72	379	2.60
15 weeks	1	0.68	257	1.77
78 weeks	2	1.36	198	1.36
Flat amount	5	3.40	750	5.15
Provision exists but no details given	6	4.08	133	0.91
Other	2	1.36	115	0.79

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	122	82.99	12,369	84.98
1 year of service	9	6.12	1,147	7.88
2 years of service	4	2.72	139	0.95
3 years of service	1	0.68	22	0.15
4 years of service	1	0.68	49	0.34
5 years of service	2	1.36	165	1.13
10 years of service	1	0.68	6	0.04
15 years of service	1	0.68	144	0.99
25 years of service	2	1.36	146	1.00
31 years of service	1	0.68	257	1.77
Provision exists, but no details given	1	0.68	7	0.05
Other	2	1.36	104	0.71

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	147	100.00	14,555	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	146	99.32	14,425	99.11
Provision exists, but no details given	1	0.68	130	0.89

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	145	98.64	14,365	98.69
20 years of service	1	0.68	60	0.41
Provision exists, but no details given	1	0.68	130	0.89

PART III:

SERVICE

The Service sector includes industries whose SIC (Standard Industrial Classification) numbers range from 8511 to 9999. This group is comprised of businesses in the fields of education, health and welfare, amusement and recreation, personal services, accommodations and food, and services to business management. The data in this section is based on 234 collective agreements covering some 15,010 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	78	29.10	8,051	43.67
Closed shop	11	4.10	104	0.56
Union shop	148	55.22	8,342	45.25
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	27	10.07	1,016	5.51
Maintenance of membership for present and/future employees	2	0.75	14	0.08
Other	2	0.75	910	4.94

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	21	7.84	2,227	12.08
Compulsory for all employees covered by the agreement (Rand Formula)	145	54.10	9,390	50.93
Compulsory only for union members	85	31.72	5,789	31.40
Compulsory for new employees	2	0.75	115	0.62
Voluntary for old employees, compulsory for new (Modified Rand Formula)	3	1.12	42	0.23
Voluntary for all employees covered by the agreement	12	4.48	874	4.74

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	23	8.58	2,279	12.36
Irrevocable for one year	1	0.37	60	0.33
Irrevocable for term of agreement	7	2.61	315	1.71
Irrevocable for term of agreement and any renewal	5	1.87	447	2.42
Check-off provision exists, but term of authorization not specified	232	86.57	15,336	83.18

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	249	92.91	17,337	94.03
Employees have the right to refuse to cross picket lines	19	7.09	1,100	5.97

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	27	10.07	2,044	11.09
General statement of management rights	134	50.00	8,713	47.26
Enumerated list of management rights	107	39.93	7,680	41.66

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	34	12.69	1,808	9.81
30 calendar days	3	1.12	76	0.41
35 calendar days	3	1.12	173	0.94
40 calendar days	1	0.37	200	1.08
42 calendar days	1	0.37	27	0.15
45 calendar days	5	1.87	205	1.11
60 calendar days	1	0.37	4	0.02
90 calendar days	5	1.87	176	0.95
120 calendar days	1	0.37	2	0.01
30 working days	10	3.73	677	3.67
35 working days	1	0.37	67	0.36
38 working days	1	0.37	60	0.33
40 working days	8	2.99	778	4.22
44 working days	1	0.37	30	0.16
45 working days	12	4.48	742	4.02
50 working days	5	1.87	560	3.04
55 working days	3	1.12	189	1.03
60 working days	29	10.82	1,706	9.25
65 working days	2	0.75	105	0.57
66 working days	70	26.12	3,729	20.23
70 working days	1	0.37	120	0.65
80 working days	1	0.37	9	0.05
88 working days	1	0.37	142	0.77
90 working days	5	1.87	152	0.82

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING (CONT'D)

	Agts		Emps	
	#	%	#	%
120 working days	2	0.75	25	0.14
130 working days	2	0.75	55	0.30
150 working days	2	0.75	628	3.41
5 weeks	1	0.37	15	0.08
6 weeks	2	0.75	245	1.33
13 weeks	1	0.37	169	0.92
66 weeks	1	0.37	60	0.33
2 months	1	0.37	40	0.22
3 months	21	7.84	912	4.95
4 months	2	0.75	125	0.68
6 months	7	2.61	957	5.19
9 months	1	0.37	30	0.16
12 months	5	1.87	287	1.56
24 months	1	0.37	86	0.47
36 months	3	1.12	1,152	6.25
Probationary period varies by occupation or classification	1	0.37	55	0.30
Probationary period at management discretion	1	0.37	40	0.22
Provision exists, but length of probationary period not specified or cannot be determined	6	2.24	1,182	6.41
Other	4	1.49	637	3.46

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	55	20.52	4,460	24.19
Company-wide seniority	12	4.48	700	3.80
Plant-wide seniority-bargaining unit	145	54.10	9,469	51.36
Department seniority	11	4.10	714	3.87
Job or occupational classification seniority	4	1.49	215	1.17
Combination of company-wide and department seniority	3	1.12	151	0.82
Combination of plant-wide and department seniority	4	1.49	182	0.99
Combination of plant-wide and job or classification seniority	2	0.75	184	1.00
Combination of company-wide, plant-wide and job or classification seniority	1	0.37	16	0.09
Combination of plant-wide, department and or job or classification seniority	1	0.37	35	0.19
Seniority unit not specified or cannot be determined	28	10.45	2,168	11.76
Other	2	0.75	143	0.78

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	231	86.19	15,464	83.87
Special seniority for union officials	5	1.87	393	2.13
Retention of union seniority for union officials elected	28	10.45	1,776	9.63
Combination of special seniority with special skills, union officials and union officials elected	2	0.75	144	0.78
Other	2	0.75	660	3.58

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	48	17.91	3,333	18.08
Straight seniority	7	2.61	583	3.16
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	123	45.90	8,006	43.42
Straight seniority if other factors are equal or sufficient	90	33.58	6,515	35.34

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	31	11.57	1,878	10.19
Straight seniority	38	14.18	2,750	14.92
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	128	47.76	8,345	45.26
Straight seniority if other factors are equal or sufficient	71	26.49	5,464	29.64

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	31	11.57	1,860	10.09
Straight seniority	33	12.31	2,087	11.32
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	133	49.63	9,006	48.85
Straight seniority if other factors are equal or sufficient	71	26.49	5,484	29.74

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	54	20.15	3,196	17.33
1 month	1	0.37	35	0.19
3 months	2	0.75	32	0.17
6 months	38	14.18	2,155	11.69
7 months	1	0.37	100	0.54
9 months	5	1.87	213	1.16
11 months	1	0.37	60	0.33
12 months	138	51.49	10,264	55.67
15 months	1	0.37	48	0.26
18 months	7	2.61	560	3.04
24 months	13	4.85	571	3.10
48 months	2	0.75	260	1.41
72 months	1	0.37	822	4.46
Seniority rights retained for period related to length of service	1	0.37	40	0.22
Reference to recall, but no mention of retention of recall or seniority rights	2	0.75	45	0.24
Other	1	0.37	36	0.20

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	50	18.66	3,111	16.87
Termination of employment voluntarily	2	0.75	862	4.68
Failure to return to work following notification	3	1.12	226	1.23
Combination of discharged for just cause, voluntarily termination and failure to return when notified	210	78.36	14,033	76.11
Sick leave limits exceeded	1	0.37	43	0.23
Lay-off limits exceeded	1	0.37	2	0.01
Other	1	0.37	160	0.87

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	247	92.16	17,299	93.83
Seniority bumping within same department	2	0.75	58	0.31
Seniority bumping with no restrictions	2	0.75	22	0.12
Seniority bumping with restrictions	12	4.48	741	4.02
Seniority bumping within bargaining unit	4	1.49	257	1.39
Other	1	0.37	60	0.33

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	160	59.70	10,531	57.12
Seniority is retained for a period of up to and including six months	4	1.49	121	0.66
Seniority is retained for more than six months up to and including twelve months	65	24.25	5,056	27.42
Seniority is retained for more than twelve months up to and including eighteen months	2	0.75	53	0.29
Seniority is retained for more than eighteen months up to and including twenty-four months	5	1.87	419	2.27
Seniority if retained for more than twenty-four months	1	0.37	22	0.12
Length not specified or indefinite	28	10.45	1,955	10.60
Not specified in "list of circumstances under which seniority is lost"	3	1.12	280	1.52

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	74	27.61	4,066	22.05
72 hours	1	0.37	50	0.27
5 calendar days	4	1.49	412	2.23
7 calendar days	7	2.61	296	1.61
10 calendar days	4	1.49	220	1.19
14 calendar days	34	12.69	2,805	15.21
21 calendar days	1	0.37	98	0.53
30 calendar days	44	16.42	3,511	19.04
40 calendar days	1	0.37	24	0.13
60 calendar days	2	0.75	206	1.12
5 working days	9	3.36	579	3.14
7 working days	3	1.12	97	0.53
10 working days	37	13.81	2,484	13.47
15 working days	4	1.49	199	1.08
20 working days	2	0.75	48	0.26
21 working days	1	0.37	7	0.04
1 week	5	1.87	188	1.02
2 weeks	10	3.73	587	3.18
3 weeks	2	0.75	19	0.10
4 weeks	3	1.12	74	0.40
12 weeks	1	0.37	5	0.03
60 weeks	1	0.37	160	0.87
Length of notice varies with length of service	13	4.85	1,451	7.87
Provision exists, but length of notice not specified or cannot be determined	3	1.12	23	0.12
Other	2	0.75	828	4.49

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	63	23.51	3,300	17.90
7 hours	1	0.37	60	0.33
48 hours	1	0.37	27	0.15
96 hours	1	0.37	50	0.27
2 calendar days	3	1.12	485	2.63
3 calendar days	8	2.99	331	1.80
5 calendar days	27	10.07	2,395	12.99
6 calendar days	2	0.75	80	0.43
7 calendar days	7	2.61	469	2.54
8 calendar days	1	0.37	120	0.65
10 calendar days	11	4.10	1,308	7.09
14 calendar days	3	1.12	311	1.69
15 calendar days	32	11.94	2,160	11.72
2 working days	1	0.37	75	0.41
3 working days	5	1.87	330	1.79
4 working days	1	0.37	24	0.13
5 working days	34	12.69	2,636	14.30
7 working days	4	1.49	170	0.92
10 working days	6	2.24	387	2.10
15 working days	1	0.37	36	0.20
1 week	47	17.54	2,466	13.38
2 weeks	2	0.74	175	0.95
Provision exists, but posting period not specified or cannot be determined	7	2.61	1,042	5.65

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	88	32.84	4,341	23.55
Regular rate of the employee	1	0.37	12	0.07
New rate or regular rate of the employee, whichever is the higher at start of transfer	89	33.21	6,603	35.81
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	58	21.64	4,491	24.36
Rate of new occupation, at start of transfer	20	7.46	2,395	12.99
Rate of new occupation, only after specified period of time	3	1.12	188	1.02
Other	9	3.36	407	2.21

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	18	6.72	1,595	8.65
Employee only	42	15.67	2,685	14.56
Union representative only	8	2.99	346	1.88
Employee with or without union representative	194	72.39	13,709	74.36
Union only	3	1.12	69	0.37
Grievance committee only	2	0.75	25	0.14
Other	1	0.37	8	0.04

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	30	11.19	1,926	10.45
24 hours	3	1.12	113	0.61
48 hours	9	3.36	457	2.48
72 hours	2	0.75	100	0.54
2 calendar days	6	2.24	289	1.57
3 calendar days	5	1.87	450	2.44
5 calendar days	8	2.99	461	2.50
7 calendar days	13	4.85	756	4.10
10 calendar days	9	3.36	333	1.81
15 calendar days	2	0.75	1,022	5.54
20 calendar days	2	0.75	206	1.12
30 calendar days	3	1.12	83	0.45
2 working days	9	3.36	580	3.15
3 working days	22	8.21	2,208	11.98
4 working days	3	1.12	243	1.32
5 working days	56	20.90	3,339	18.11
6 working days	1	0.37	70	0.38
7 working days	9	3.36	640	3.47
10 working days	50	18.66	4,224	22.91
14 working days	1	0.37	5	0.03
15 working days	2	0.75	115	0.62
20 working days	3	1.12	21	0.11
24 working days	1	0.37	100	0.54
25 working days	1	0.37	60	0.33
30 working days	1	0.37	170	0.92
45 working days	1	0.37	13	0.07
2 weeks	1	0.37	108	0.59
Not specified explicitly	15	5.60	345	1.87

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	225	83.96	15,507	84.11
Number of steps in the grievance is reduced	36	13.43	2,672	14.49
Duration of delays between steps is reduced	2	0.75	98	0.53
Combination of reduction of steps and/or duration of delays reduced	4	1.49	140	0.76
Other	1	0.37	20	0.11

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	123	45.90	8,295	44.99
Union officials receive time-off without loss of pay for grievance work during regular hours of work	117	43.66	7,968	43.22
Remuneration is for limited number of hours only	2	0.75	122	0.66
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	16	5.97	910	4.94
Time-off without loss of pay, but does not state whether during working hours or other	8	2.99	278	1.51
Other	2	0.75	864	4.69

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	127	47.39	7,574	41.08
Compensation for total hours	14	5.22	760	4.12
Compensation limited to regular hours of work	113	42.16	8,581	46.54
Compensation is for a specific number of hours	6	2.24	454	2.46
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	2	0.75	30	0.16
No compensation	2	0.75	31	0.17
Other	4	1.49	1,007	5.46

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	19	7.09	2,114	11.47
Single arbitrator	58	21.64	2,149	11.66
Panel/board of arbitration	56	20.90	3,900	21.15
Single or board of arbitration	135	50.37	10,274	55.72

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	91	33.96	5,308	28.79
Appeal of discharge after dismissal	75	27.99	6,224	33.76
Reimbursement if exonerated after suspension	36	13.43	1,868	10.13
Combination of appeal of discharge and reimbursement if exonerated	66	24.63	5,037	27.32

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	22	8.21	2,462	13.35
5 days per week	158	58.95	9,369	50.81
5.5 days per week	3	1.12	12	0.07
6 days per week	3	1.12	104	0.56
7 days per week	4	1.49	12	0.07
Irregular work week	24	8.95	1,048	5.69
Work days vary for different groups of employees	53	19.78	5,415	29.37
Work days not specified or cannot be determined	1	0.37	15	0.08

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	21	7.84	2,409	13.07
4 hours and 30 minutes per day	2	0.75	5	0.03
6 hours per day	1	0.37	3	0.02
6 hours and 30 minutes per day	1	0.37	750	4.07
7 hours per day	7	2.61	301	1.63
7 hours and 30 minutes per day	52	19.40	3,604	19.55
7 hours and 50 minutes per day	1	0.37	110	0.60
8 hours per day	103	38.43	4,790	25.98
10 hours per day	1	0.37	125	0.68
12 hours per day	1	0.37	4	0.02
Irregular daily hours	8	2.99	203	1.10
Daily hours vary for different groups of employees	59	22.01	5,491	29.78
Daily hours vary for different seasons or other periods	5	1.87	346	1.88
Number of hours per day not specified or cannot be determined	6	2.24	296	1.61

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	19	7.09	1,565	8.49
31 hours and 30 minutes per week	1	0.37	3	0.02
32 hours and 30 minutes per week	2	0.75	784	4.25
35 hours per week	9	3.36	369	2.00
36 hours per week	2	0.75	37	0.20
37 hours and 30 minutes per week	19	7.09	1,953	10.59
37 hours and 50 minutes per week	2	0.75	40	0.22
40 hours per week	93	34.70	4,699	25.49
44 hours per week	2	0.75	8	0.04
Irregular work hours	48	17.91	2,024	10.98
Weekly hours vary for different groups of employees	61	22.76	5,442	29.52
Weekly hours vary for different seasons or other periods	4	1.49	344	1.87
Number of hours per day not specified or cannot be determined	5	1.87	347	1.88
Other	1	0.37	822	4.46

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	264	98.51	18,093	98.13
5 day week, variable starting and quitting time	1	0.37	73	0.40
Short work week in part of the operation	2	0.75	80	0.43
Other	1	0.37	191	1.04

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	32	11.94	2,897	15.71
1 shift 5 days per week	33	12.31	2,445	13.26
1 shift 6 days per week	3	1.12	16	0.09
1 shift 7 days per week	11	4.10	247	1.34
2 shifts 5 days per week	3	1.12	268	1.45
2 shifts 6 days per week	1	0.37	50	0.27
2 shifts 7 days per week	4	1.49	112	0.61
3 shifts 5 days per week	4	1.49	290	1.57
3 shifts 6 days per week	2	0.75	106	0.57
3 shifts 7 days per week	170	63.43	11,950	64.82
Other	5	1.86	56	0.30

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	266	99.25	18,267	99.08
Other	2	0.75	170	0.92

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	48	17.91	3,743	20.30
Time and one-half	108	40.30	6,947	37.68
Time and one-half followed by a higher rate	84	31.34	5,948	32.26
Double time	22	8.21	964	5.23
Compensation varies for different groups of employees	2	0.75	815	4.42
Other	4	1.49	20	0.11

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	135	50.37	8,544	46.34
Straight time followed by a higher rate	1	0.37	9	0.05
Time and one-half	106	39.55	7,307	39.63
Time and one-half followed by a higher rate	19	7.09	925	5.02
Double time	1	0.37	5	0.03
Compensation varies for different groups of employees	2	0.75	815	4.42
Other	4	1.49	832	4.51

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	180	67.16	11,644	63.16
Straight time and/or equivalent time-off in lieu	1	0.37	70	0.38
Time and one-half	61	22.76	3,783	20.52
Time and one-half followed by a higher rate	11	4.10	1,247	6.76
Double time	14	5.22	1,508	8.18
Other	1	0.37	185	1.00

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	178	66.42	11,849	64.27
Straight time and/or equivalent time-off in lieu	2	0.75	115	0.62
Time and one-half	34	12.69	1,612	8.74
Time and one-half followed by a higher rate	4	1.49	1,032	5.60
Double time	49	18.28	3,644	19.76
Other	1	0.37	185	1.00

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	143	53.36	9,476	51.40
Time-off in lieu of overtime pay	119	44.40	8,645	46.89
Banking of overtime credits for cumulative time-off	1	0.37	55	0.30
Combination of time-off in lieu and/or banking of overtime credits	5	1.87	261	1.42

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	234	87.31	16,294	88.38
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	10	3.73	379	2.06
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	4	1.49	145	0.79
Employee has the right to refuse overtime when others are available to do the work	13	4.85	670	3.63
Overtime is mandatory in cases of emergency	1	0.37	16	0.09
Overtime mandatory-specific provision	1	0.37	13	0.07
Right to refuse overtime after specified period of compulsory overtime	2	0.75	85	0.46
Right to refuse overtime - special consideration for employees with greater seniority	1	0.37	35	0.19
Overtime is compulsory in special circumstances	1	0.37	600	3.25
Other	1	0.37	200	1.08

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	158	58.96	10,434	56.59
Overtime is equitably distributed among employees on a plant-wide basis	7	2.61	426	2.31
Overtime is equitably distributed among employees within a department	2	0.75	800	4.34
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	47	17.54	3,340	18.12
Combination of plant-wide, occupation and/or wage bracket, etc.	5	1.87	507	2.75
Combination of department, occupation and/or wage bracket, etc.	1	0.37	185	1.00
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	11	4.10	1,022	5.54
Overtime is equitably distributed but basis is impossible to determine	37	13.81	1,723	9.35

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	266	99.25	18,426	99.94
$2.75 per hour	1	0.37	9	0.05
2.00 times rate payment	1	0.37	2	0.01

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	143	53.36	8,292	44.97
$.10 per hour	6	2.24	349	1.89
$.15 per hour	1	0.37	211	1.14

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT (Cont'd)

	Agts		Emps	
	#	%	#	%
$.20 per hour	3	1.12	92	0.50
$.25 per hour	4	1.49	190	1.03
$.30 per hour	3	1.12	676	3.67
$1.00 per hour	1	0.37	20	0.11
$1.75 per shift	1	0.37	27	0.15
$2.00 per shift	2	0.75	784	4.25
$2.25 per shift	1	0.37	5	0.03
$2.45 per shift	1	0.37	75	0.41
$2.50 per shift	1	0.37	12	0.07
$2.55 per shift	93	34.70	7,413	40.21
$2.57 per shift	1	0.37	4	0.02
$2.60 per shift	1	0.37	120	0.65
$3.00 per shift	1	0.37	12	0.07
$3.60 per shift	1	0.37	18	0.10
$4.41 per shift	1	0.37	35	0.19
$4.75 per shift	1	0.37	6	0.03
$5.10 per shift	1	0.37	36	0.20
Other	1	0.37	60	0.33

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	149	55.60	9,306	50.47
$.10 per hour	2	0.75	125	0.68
$.15 per hour	3	1.12	340	1.84
$.20 per hour	2	0.75	80	0.43
$.24 per hour	1	0.37	60	0.33
$.25 per hour	2	0.75	76	0.41
$.30 per hour	3	1.12	701	3.80
$.35 per hour	3	1.12	66	0.36
$.45 per hour	1	0.37	65	0.35
$1.00 per hour	1	0.37	20	0.11
$2.00 per shift	3	1.12	811	4.40
$2.25 per shift	1	0.37	5	0.03
$2.45 per shift	1	0.37	75	0.41
$2.50 per shift	1	0.37	12	0.07
$2.55 per shift	87	32.46	6,266	33.99
$2.60 per shift	1	0.37	120	0.65
$3.00 per shift	1	0.37	12	0.07
$3.60 per shift	1	0.37	18	0.10
$3.83 per shift	1	0.37	142	0.77
$4.41 per shift	1	0.37	35	0.19
$4.75 per shift	1	0.37	6	0.03
$5.10 per shift	1	0.37	36	0.20
Other	1	0.37	60	0.33

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	249	92.91	16,721	90.69
$.15 per hour	1	0.37	60	0.33
$.25 per hour	1	0.37	85	0.46
$.30 per hour	3	1.12	455	2.47
$1.50 per shift	5	1.87	435	2.36
$1.65 per shift	1	0.37	191	1.04
$1.75 per shift	1	0.37	27	0.15
$2.00 per shift	1	0.37	16	0.09
$2.45 per shift	1	0.37	67	0.36
$2.55 per shift	2	0.75	330	1.79
$3.50 per shift	1	0.37	30	0.16
$5.00 per shift	1	0.37	0	0.00
Other	1	0.37	20	0.11

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	264	98.51	17,666	95.82
$.10 per hour	1	0.37	6	0.03
$.20 per hour	1	0.37	165	0.89
$.30 per hour	1	0.37	600	3.25
10% of wages	1	0.37	0	0.00

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	266	99.25	17,833	96.72
$.30 per hour	1	0.37	600	3.25
Other	1	0.37	4	0.02

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	262	97.76	17,449	94.64
More than one days work but less than one week or equivalent wage guarantee	1	0.37	100	0.54
Weekly work or wage guarantee	5	1.87	888	4.82

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	196	73.13	14,221	77.13
Two hours of work	2	0.75	16	0.09
Three hours of work	2	0.75	618	3.35
Four hours of work	21	7.84	824	4.47
Five hours of work	1	0.37	35	0.19
Eight hours of work	40	14.93	2,203	11.95
Guarantee varies depending on whether or not employee is put to work	2	0.75	52	0.28
Other	4	1.49	468	2.54

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	66	24.63	4,073	22.09
Straight time for 2 hours	2	0.75	15	0.08
Straight time for 3 hours	13	4.85	375	2.03
Straight time for 3 hours followed by time and one-half	4	1.49	217	1.18
Straight time for 4 hours	33	12.31	2,976	16.14
Straight time for 4 hours followed by time and one-half	54	20.15	3,036	16.47
Straight time for 4 hours followed by applicable overtime rate	47	17.54	3,576	19.40
Straight time for 5 hours followed by time and one-half	1	0.37	100	0.54
Time and one-half for 2 hours	1	0.37	98	0.53
Time and one-half for 3 hours	11	4.10	323	1.75
Time and one-half for 4 hours	10	3.73	761	4.13
Double time for 3 hours	1	0.37	5	0.03
Double time for 4 hours	2	0.75	850	4.61
Applicable overtime rate for 0 hours	1	0.37	9	0.05
Applicable overtime rate for 2 hours	3	1.12	128	0.69
Applicable overtime rate for 3 hours	10	3.73	1,123	6.09
Applicable overtime rate for 4 hours	6	2.24	694	3.76
Other	3	1.12	78	0.42

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	173	64.55	10,825	58.71
Two hours pay or less	1	0.37	45	0.24
Flat amount per hour	3	1.12	247	1.34
Flat amount per day	86	32.09	7,145	38.75
Other	5	1.87	175	0.95

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	256	95.52	17,249	93.56
Compensation for full shift - weather conditions	6	2.24	786	4.26
Compensation for one-half shift - weather conditions	2	0.75	211	1.14
Combination for full-shift - machinery breakdown and weather conditions	1	0.37	120	0.65
Other	3	1.12	71	0.39

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	157	58.58	10,547	57.21
Paid travel time	2	0.75	46	0.25
Paid transportation or allowance	108	40.30	7,827	42.45
Other	1	0.37	17	0.09

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	256	95.52	16,676	90.45
Paid transportation or allowance	11	4.10	1,696	9.20
Other	1	0.37	65	0.35

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	235	87.69	15,537	84.27
Paid travel time	1	0.37	60	0.33
Paid transportation or allowance	31	11.57	2,823	15.31
Other	1	0.37	17	0.09

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	241	89.93	16,195	87.84
Travel pay provision	2	0.75	236	1.28
Meal allowance	1	0.37	150	0.81
Transportation allowance	2	0.75	15	0.08
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	22	8.21	1,841	9.99

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	238	88.81	17,208	93.33
$.12 per mile	1	0.37	8	0.04
$.27 per mile	2	0.75	66	0.36
$.28 per mile	1	0.37	35	0.19
$.29 per mile	4	1.49	91	0.49
$.30 per mile	1	0.37	12	0.07
$.34 per mile	5	1.87	294	1.59
$.35 per mile	1	0.37	4	0.02
$.37 per mile	2	0.75	26	0.14
$.38 per mile	1	0.37	100	0.54
$.382 per mile	1	0.37	35	0.19
$.423 per mile	1	0.37	17	0.09
Varies with distance	2	0.75	120	0.65
Other	8	2.99	421	2.28

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	24	8.96	1,849	10.03
5 full holidays	3	1.12	23	0.12
6 full holidays	2	0.75	8	0.04
7 full holidays	1	0.37	3	0.02
8 full holidays	2	0.74	30	0.16
9 full holidays	12	4.48	119	0.65
10 full holidays	33	12.31	1,760	9.55
10 full holidays and 1 half holiday	1	0.37	9	0.05
10 full holidays and 2 half holidays	1	0.37	20	0.11
11 full holidays	161	60.07	11,342	61.52
11 full holidays and 1 half holiday	18	6.72	2,531	13.73
11 full holidays and 2 half holidays	1	0.37	304	1.65
11 full holidays and 3 half holidays	1	0.37	29	0.16
11 full holidays and 5 half holidays	1	0.37	100	0.54
12 full holidays	5	1.87	271	1.47
12 full holidays and 1 half holiday	2	0.75	39	0.21

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	251	93.66	17,751	96.28
30 calendar days	2	0.75	100	0.54
45 calendar days	1	0.37	19	0.10
60 calendar days	1	0.37	40	0.22
10 working days	1	0.37	75	0.41
15 working days	4	1.49	39	0.21
30 working days	1	0.37	50	0.27
38 working days	1	0.37	60	0.33
60 working days	3	1.12	108	0.59
12 weeks	1	0.37	50	0.27
Provision exists, but length of service required not specified or cannot be determined	2	0.75	145	0.79

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	154	57.46	10,055	54.54
Employee must have worked the last scheduled working day before	1	0.37	600	3.25
Employee must have worked both the last working day before and the next working day after	107	39.93	7,109	38.56

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS (Cont'd)

	Agts		Emps	
	#	%	#	%
Employee must have worked either the last working day before or the next working day after	1	0.37	70	0.38
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	3	1.12	485	2.63
Other	2	0.75	118	0.64

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY

	Agts		Emps	
	#	%	#	%
No Provision	168	62.69	9,565	51.88
No working day off with pay or no extra days pay	2	0.75	208	1.13
Working day off with pay	36	13.43	3,205	17.38
Extra days pay	5	1.87	250	1.36
Working day off or extra days pay	25	9.33	3,009	16.32
Observe on following Monday, preceeding Friday or day proclaimed by government	30	11.19	2,158	11.70
Other	2	0.75	42	0.23

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	164	61.19	9,969	54.07
No working day off with pay or no extra days pay	2	0.75	208	1.13
Working day off with pay	35	13.06	2,455	13.32
Extra days pay	5	1.87	250	1.36
Working day off or extra days pay	22	8.21	2,824	15.32
Observe on following Monday, preceeding Friday or day proclaimed by government	38	14.18	2,689	14.58
Other	2	0.75	42	0.23

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	50	18.66	4,236	22.98
Straight time	25	9.33	1,393	7.56
Straight time followed by time and one-half, followed by double time	2	0.75	105	0.57

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS (Cont'd)

	Agts		Emps	
	#	%	#	%
Time and one-half	133	49.63	7,495	40.65
Time and one-half followed by double time	1	0.37	120	0.65
Double time	51	19.03	3,262	17.69
Other	6	2.24	1,826	9.90

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	264	98.51	18,402	99.81
3 full holidays	3	1.12	23	0.12
8 full holidays	1	0.37	12	0.07

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	263	98.13	18,341	99.48
Straight time	4	1.49	68	0.37
Time and one-half	1	0.37	28	0.15

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	74	27.61	4,144	22.48
Shut down of plant during vacation period	1	0.37	12	0.07
Any provision conferring any right for the employee to select his vacation	193	72.01	14,281	77.46

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	38	14.18	2,889	15.67
1 year of service	157	58.58	11,092	60.16

TABLE 66:

PAID VACATIONS - THREE WEEKS (Cont'd)

	Agts		Emps	
	#	%	#	%
2 years of service	12	4.48	618	3.35
3 years of service	9	3.36	309	1.68
4 years of service	7	2.61	343	1.86
5 years of service	34	12.69	2,598	14.09
6 years of service	1	0.37	35	0.19
7 years of service	2	0.75	66	0.36
8 years of service	1	0.37	20	0.11
10 years of service	3	1.12	37	0.20
Length of service varies for different groups of employees	1	0.37	15	0.08
Length of service specified as hours, shifts, days or weeks worked	3	1.12	415	2.25

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	34	12.69	1,980	10.74
1 year of service	11	4.10	1,121	6.08
2 years of service	3	1.12	157	0.85
4 years of service	39	14.55	2,833	15.37
5 years of service	45	16.79	2,988	16.21
6 years of service	2	0.75	132	0.72
7 years of service	3	1.12	62	0.34
8 years of service	14	5.22	609	3.30
9 years of service	9	3.36	342	1.85
10 years of service	73	27.24	5,747	31.17
11 years of service	2	0.75	309	1.68
12 years of service	11	4.10	984	5.34
13 years of service	4	1.49	106	0.57
14 years of service	1	0.37	5	0.03
15 years of service	13	4.85	591	3.21
20 years of service	1	0.37	40	0.22
Length of service varies for different groups of employees	1	0.37	67	0.36
Length of service specified as hours, shifts, days or weeks worked	2	0.75	364	1.97

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	102	38.06	6,160	33.41
6 years of service	2	0.75	25	0.14
10 years of service	10	3.73	1,068	5.79
12 years of service	3	1.12	149	0.81
15 years of service	4	1.49	128	0.69
17 years of service	2	0.75	122	0.66
18 years of service	107	39.93	7,343	39.83
19 years of service	1	0.37	185	1.00
20 years of service	27	10.07	2,544	13.80
21 years of service	3	1.12	7	0.04
23 years of service	1	0.37	20	0.11
25 years of service	4	1.49	322	1.75
Length of service specified as hours, shifts, days or weeks worked	2	0.75	364	1.97

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	261	97.39	16,707	90.62
15 years of service	1	0.37	12	0.07
18 years of service	1	0.37	800	4.34
20 years of service	2	0.75	88	0.48
25 years of service	1	0.37	600	3.25
30 years of service	1	0.37	35	0.19
Length of service specified as hours, shifts, days or weeks worked	1	0.37	195	1.06

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	265	98.88	17,775	96.41
3 years of service	1	0.37	50	0.27
20 years of service	1	0.37	12	0.07
31 years of service	1	0.37	600	3.25

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	267	99.63	18,393	99.76
50 years of service	1	0.37	44	0.24

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	213	79.48	12,862	69.76
With limit	29	10.82	2,482	13.46
Without limit	4	1.49	966	5.24
Carry-over specifically prohibited	21	7.84	2,122	11.51
Other	1	0.37	5	0.03

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	263	98.13	18,166	98.53
Vacation extended at regular intervals of years service	1	0.37	43	0.23
Vacation extended in certain anniversary employment years	3	1.12	193	1.05
Other	1	0.37	35	0.19

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	258	96.27	16,927	91.81
Provision for vacation bonus	5	1.87	474	2.57
Provision for year end bonus or Christmas bonus	1	0.37	3	0.02
Other	4	1.49	1,033	5.60

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	105	39.18	6,721	36.45
Another working day off with pay	152	56.72	11,189	60.69
Extra days pay	3	1.12	123	0.67
Either working day off with pay or extra days pay	6	2.24	354	1.92
Other	2	0.75	50	0.27

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	255	95.15	16,870	91.50
Provision exists	13	4.85	1,567	8.50

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	29	10.82	1,994	10.82
1 day	1	0.37	211	1.14
2 days	1	0.37	2	0.01
3 days	50	18.66	3,001	16.28
4 days	17	6.34	998	5.41
5 days	141	52.61	9,856	53.46
6 days	1	0.37	8	0.04
7 days	1	0.37	48	0.26
10 days	1	0.37	30	0.16
Not specified or cannot be determined	5	1.87	1,276	6.92
Other	21	7.84	1,013	5.49

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	72	26.87	5,433	29.47
1 day	128	47.76	8,630	46.81
2 days	8	2.99	417	2.26
3 days	46	17.16	3,129	16.97
Not specified or cannot be determined	4	1.49	253	1.37
Other	10	3.73	575	3.12

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	260	97.01	18,100	98.17
1 day	1	0.37	13	0.07
2 days	5	1.87	275	1.49
3 days	2	0.75	49	0.27

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	226	84.33	13,577	73.64
1 day	30	11.19	2,418	13.11
2 days	6	2.24	997	5.41
4 days	2	0.75	411	2.23
5 days	2	0.75	42	0.23
42 days	1	0.37	170	0.92
Not specified or cannot be determined	1	0.37	822	4.46

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	233	86.94	14.593	79.15
2 days	2	0.75	72	0.39
3 days	2	0.75	65	0.35
5 days	6	2.24	969	5.26
42 days	1	0.37	170	0.92
90 days	2	0.75	68	0.37
Additional weeks if required	14	5.22	733	3.98
Provision exists, but not specified or cannot be determined if paid or unpaid	7	2.61	1,702	9.23
Other	1	0.37	65	0.35

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	105	39.18	6,603	35.81
Employee receives regular pay plus jury duty fees	5	0.187	197	1.07
Employee receives the difference between regular pay and jury fees	150	55.97	9,534	51.71
Employee receives part of the difference between regular pay and jury fees	1	0.37	100	0.54
Employee receives a fixed amount	1	0.37	200	1.08
Employee receives regular pay	6	2.24	1,803	9.78

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	154	57.46	9,502	51.54
Employee receives regular pay	34	12.69	3,486	18.91
Employee receives a percentage of regular pay	2	0.75	908	4.92
Provision exists, but no mention whether leave is paid or unpaid	3	1.12	270	1.46
Unpaid leave of absence	52	19.40	3,193	17.32
Leave of absence for writing examinations, whether paid or unpaid	21	7.84	938	5.09
Other	2	0.75	140	0.76

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	260	97.01	17,048	92.47
Leave paid	8	2.99	1,389	7.53

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	69	25.75	5,433	29.47
Provision for unpaid leave of absence	180	67.16	11,751	63.74
Provision for paid leave of absence (whole or in part)	14	5.22	932	5.06
Provision for leave of absence, but not mentioned if paid or unpaid	5	1.87	321	1.74

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	64	23.88	4,081	22.13
1 month	3	1.12	31	0.17
2 months	2	0.75	60	0.33
3 months	14	5.22	1,135	6.16
6 months	9	3.36	541	2.93
12 months	12	4.48	640	3.47
17 months	1	0.37	73	0.40
24 months	1	0.37	24	0.13
36 months	1	0.37	160	0.87
Less than one month	7	2.61	257	1.39
Unspecified or cannot be determined	152	56.72	11,379	61.72
Other	2	0.75	56	0.30

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	169	63.06	12,915	70.05
Provision	99	36.94	5,522	29.95

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	86	32.09	5,196	28.18
1 month of service the employee must complete to qualify for maternity leave	4	1.49	273	1.48
2 months of service the employee must complete to qualify for maternity leave	1	0.37	20	0.11
6 months of service the employee must complete to qualify for maternity leave	5	1.87	246	1.33
9 months of service the employee must complete to qualify for maternity leave	2	0.75	80	0.43
10 months of service the employee must complete to qualify for maternity leave	2	0.75	203	1.10
12 months of service the employee must complete to qualify for maternity leave	162	60.45	12,083	65.54
Length of service required varies for different groups of employees	1	0.37	40	0.22
Provision exists, but length of service required not specified or cannot be determined	2	0.75	140	0.76
Other	3	1.12	156	0.85

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	68	25.37	3,571	19.37
12 weeks granted for maternity leave	2	0.75	270	1.46
16 weeks granted for maternity leave	2	0.75	90	0.49
17 weeks granted for maternity leave	90	33.58	6,687	36.27
18 weeks granted for maternity leave	4	1.49	290	1.57
20 weeks granted for maternity leave	27	10.07	2,704	14.67
21 weeks granted for maternity leave	2	0.75	203	1.10
22 weeks granted for maternity leave	1	0.37	22	0.12
24 weeks granted for maternity leave	11	4.10	539	2.92
26 weeks granted for maternity leave	7	2.61	405	2.20
28 weeks granted for maternity leave	43	16.04	3,078	16.69
32 weeks granted for maternity leave	3	1.12	335	1.82
35 weeks granted for maternity leave	1	0.37	10	0.05
36 weeks granted for maternity leave	2	0.75	80	0.43
52 weeks granted for maternity leave	2	0.75	75	0.41
Provision exists, but length of leave not specified or cannot be determined	3	1.12	78	0.42

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	82	30.60	4,436	24.06
Seniority retained up to time maternity leave begins	167	62.31	12,960	70.29
Seniority accumulates during entire maternity leave	13	4.85	566	3.07
Provision exists, but no reference to seniority status	5	1.87	305	1.65
Other	1	0.37	170	0.92

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	78	29.10	4,026	21.84
Leave of absence without loss of pay	12	4.48	1,743	9.45
Leave of absence with loss of pay	171	63.81	11,744	63.70
Combination of with and without loss of pay	2	0.75	35	0.19
Leave of absence - use of sick leave (with or without specified maximum)	2	0.75	64	0.35
Leave of absence - weekly indemnity or group insurance plan	1	0.37	750	4.07
Unemployment Insurance maternity benefits only	1	0.37	35	0.19
Provision mentioned, details not specified or cannot be determined	1	0.37	40	0.22

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	142	52.99	9,517	51.62
$2.08 for meal allowance	1	0.37	25	0.14
$4.00 for meal allowance	1	0.37	50	0.27
Paid meal period	37	13.81	1,770	9.60
Combination of meal allowance and/or paid meal period	2	0.75	115	0.62
Employee works beyond his scheduled hours or for special circumstances	81	30.22	6,810	36.94
Provision exists, but no details given	1	0.37	10	0.05
Other	3	1.12	140	0.76

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	251	93.66	16,706	90.61
One period of 5 minutes duration	1	0.37	8	0.04
One period of 10 minutes duration	7	2.61	1,172	6.36
One period of 15 minutes duration	6	2.24	497	2.70
Two periods of 5 minutes duration	3	1.12	54	0.29

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	95	35.45	7,101	38.51
Once a day 15 minutes	1	0.37	12	0.07
Once a day 20 minutes	1	0.37	40	0.22
Twice a day 20 minutes	14	5.22	512	2.78
Twice a day 30 minutes	149	55.60	10,343	56.10
Twice a day 35 minutes	1	0.37	185	1.00
Twice a day 40 minutes	2	0.75	48	0.26
Twice a day 60 minutes	2	0.75	68	0.37
Three times a day 45 minutes	2	0.75	115	0.62
Time not stated, or cannot be determined	1	0.37	13	0.07

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	193	72.01	12,214	66.25
Work clothing and uniform provided by employer at no cost to employee	49	18.28	4,242	23.01
Work clothing and uniform provided at some cost to the employee	2	0.75	230	1.25
Work clothing replaced at no cost to employee	2	0.75	54	0.29
Work clothing replaced at some cost to employee	1	0.37	120	0.65
Monetary allowance provided for purchase of work clothing	6	2.24	103	0.56
Provided and replaced by employer	8	2.99	1,151	6.24
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	6	2.24	283	1.53
Provision exists, details not specified or cannot be determined	1	0.37	40	0.22

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	146	54.48	8,988	48.75
Safety equipment supplied at no cost to employee	82	30.60	6,600	35.80
Safety equipment supplied at some cost to employee	1	0.37	40	0.22
Monetary allowance provided for purchase of safety equipment	1	0.37	85	0.46
Replaced at no cost	1	0.37	40	0.22
Provided and replaced by employer	12	4.48	1,236	6.70
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	23	8.58	1,429	7.75
Provision exists no details given	2	0.75	19	0.10

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	249	92.91	17,496	94.90
Tools supplies at no cost to employee	12	4.48	605	3.28
Monetary allowance provided for purchase of tools	5	1.87	259	1.40
Provided and replaced by employer	2	0.75	77	0.42

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	168	62.69	10,115	54.86
Training on the job	70	26.12	4,700	25.49
Apprenticeship program	9	3.36	712	3.86
Tuition and financial assistance	11	4.10	1,481	8.03
Combination of training on the job and/or tuition and financial assistance	2	0.75	210	1.14
Combination of training on the job, apprenticeship program and/or tuition and financial assistance	1	0.37	85	0.46
Provision exists, but no details given	5	1.87	969	5.26
Other	2	0.75	165	0.89

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	133	49.63	8,859	48.05
Provision exists for safety program	89	33.21	5,437	29.49
Safety committee	20	7.46	1,940	10.52
Pay for safety committee	1	0.37	40	0.22
Combination of safety program, safety committee and/or pay for safety committee	23	8.58	2,011	10.91
Provision exists, no details given	2	0.75	150	0.81

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	251	93.66	16,949	91.93
$.09 per hour	1	0.37	40	0.22
$.18 per hour	1	0.37	120	0.65
$75 per year	1	0.37	211	1.14
$180 per year	6	2.24	691	3.75
$240 per year	1	0.37	27	0.15
Provision exists, no details given	1	0.37	60	0.33
Other	6	2.24	339	1.84

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	262	97.76	18,120	98.28
Legal defence provided - 3rd party action	6	2.24	317	1.72

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	265	98.88	17,290	93.78
Moonlighting permitted - no moonlighting if such work interferes with regular work of employees	3	1.12	1,147	6.22

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	189	70.52	13,200	71.60
Contracting out permitted	3	1.12	281	1.52
Contracting out prohibited	22	8.21	1,134	6.15
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	45	16.79	3,343	18.13
Combination of non-union employer and/or lay-off or failure to recall members of bargaining unit	1	0.37	12	0.07
Prohibited except on specialized jobs	2	0.75	117	0.63
Provision exists, but no details given	1	0.37	40	0.22
Other	5	1.87	310	1.68

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	256	95.52	17,778	96.43
Wage re-opener	5	1.87	137	0.74
Non-wage re-opener clause only	1	0.37	191	1.04
Combination of wage re-opener and/or non-wage re-opener only	3	1.12	141	0.76
Provision exists not details given	2	0.75	184	1.00
Other	1	0.37	6	0.03

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	257	95.90	16,390	88.90
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	1	0.37	200	1.08
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	6	2.24	803	4.36
Other—e.g., hiring of older workers	4	1.49	1,044	5.66

TABLE 107:

LABOUR AND MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	93	34.70	5,588	30.31
Provision exists	175	65.30	12,849	69.69

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	62	23.13	4,861	26.37
Provision exists	206	76.87	13,576	73.63

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	252	94.03	17,348	94.09
Provision exists	16	5.97	1,089	5.91

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	42	15.67	2,284	12.39
Union membership	12	4.48	574	3.11
Race, religion, sex, age	1	0.37	50	0.27
Race, religion, union membership	43	16.04	2,233	12.11

TABLE 110:

NON-DISCRIMINATION (Cont'd)

	Agts		Emps	
	#	%	#	%
Race, religion, union membership, sex	12	4.48	394	2.14
Race, religion, union membership, sex, age	2	0.75	88	0.48
Race, religion, nationality, union membership	3	1.12	860	4.66
Race, religion, nationality, sex	1	0.37	35	0.19
Race, religion, nationality, union membership, sex	1	0.37	75	0.41
Race, religion, nationality, union membership, sex, age	2	0.75	95	0.52
Race, religion, union membership, marital status	1	0.37	34	0.18
Race, religion, nationality, marital status	1	0.37	60	0.33
Race, religion, nationality, sex, age, marital status	1	0.37	100	0.54
Race, religion, nationality, union membership, sex, age, marital status	90	33.58	7,595	41.19
Race, religion, nationality, union membership, sex, marital status	50	18.66	3,680	19.96
Discrimination prohibited but types of discrimination not specified	3	1.12	75	0.41
Other	3	1.12	205	1.11

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	121	45.15	7,440	40.35
Compensation payable is the difference between worker's compensation and regular salary	128	47.76	9,769	52.99
Compensation while injured employee claim is being settled by Worker's Compensation Board	3	1.12	105	0.57
Other form of supplementary payment	1	0.37	60	0.33
Full compensation by employer, when off work due to injury on the job	2	0.75	148	0.80
Provision exists, no details given	12	4.48	765	4.15
Other	1	0.37	150	0.81

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	132	49.25	8,596	46.62
2 days per week	4	1.49	215	1.17
5 days per week	2	0.75	256	1.39
Irregular hours	14	5.22	784	4.25
Provision exists, no details given	116	43.28	8,586	46.57

TABLE 113:

DAILY HOURS - PART-TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	134	50.00	8,444	45.80
5 hours	2	0.75	256	1.39
7 hours	2	0.75	245	1.33
7 hours and 30 minutes	1	0.37	51	0.28
8 hours	7	2.61	409	2.22
Irregular hours	14	5.22	833	4.52
Provision exists, no details given	108	40.29	8,199	44.47

TABLE 114:

WEEKLY HOURS - PART-TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	99	36.94	6,392	34.67
20 hours	4	1.49	78	0.42
24 hours	8	2.99	307	1.67
25 hours	2	0.75	256	1.39
30 hours	3	1.08	86	0.47
35 hours	1	0.37	22	0.12
37 hours	3	1.12	955	5.18
Irregular hours	13	4.85	784	4.25
Provision exists, no details given	134	50.00	8,735	47.38
Other	1	0.37	822	4.46

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	145	54.10	10,647	57.75
Provision for health and welfare benefits	1	0.37	40	0.22
Provision for sick leave benefits	49	18.28	3,226	17.50
Combination of health and welfare benefits and sick leave benefits	35	13.06	1,373	7.45
Combination of sick leave benefits and pension benefits	5	1.87	306	1.66
Combination of health and welfare benefits, sick leave and pension benefits	14	5.22	1,666	9.04
Provision exists, but no details given	18	6.72	1,150	6.24
Other	1	0.37	29	0.16

TABLE 116:

PART-TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	137	51.12	8,686	47.11
1 vacation day	1	0.37	9	0.05
Pro-rated vacation for part timers	124	46.27	9,314	50.52
Provision exists, details not specified or cannot be determined	5	1.87	399	2.16
Other	1	0.37	29	0.16

TABLE 117:

PART-TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	134	50.00	9,517	51.62
1 paid holiday	1	0.37	9	0.05
2 paid holidays	1	0.37	20	0.11
Pro-rated paid statutory holidays	122	45.52	8,323	45.14
Provision exists, detail not specified or cannot be determined	5	1.87	378	2.05
Other	5	1.86	190	1.03

TABLE 118:

PART-TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	196	73.13	12,998	70.50
Seniority provisions for full-time workers-explicitly apply to part time workers	45	16.79	3,523	19.11
Special seniority - provision for part time worker (include opportunity for full time work after part time employment)	24	8.96	1,600	8.68
Other	3	1.12	316	1.71

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	268	100.00	18,437	100.00

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	247	92.16	15,499	84.06
1 month	1	0.37	191	1.04
2 months	4	1.49	255	1.38
3 months	7	2.61	1,139	6.18
5 months	1	0.37	600	3.25
12 months	2	0.75	107	0.58
Provision exists, but no details given	6	2.24	646	3.50

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	254	94.78	16,627	90.18
Provision exists	14	5.22	1,810	9.82

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	258	96.27	16,425	89.09
Displaced employees provided with on-the-job training opportunity on new equipment	4	1.49	1,078	5.85

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING (Cont'd)

	Agts		Emps	
	#	%	#	%
Displaced employees provided with on-the-job training opportunity for other job	3	1.12	686	3.72
Laid-off employee to receive retraining at employers expense	1	0.37	22	0.12
Provision exists, no details given	1	0.37	106	0.57
Other	1	0.37	120	0.65

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	262	97.76	17,834	96.73
20 days	1	0.37	106	0.57
2 months	1	0.37	86	0.47
Period not specified	1	0.37	120	0.65
Provision exists, indefinite or period not specified	3	1.12	291	1.58

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	266	99.25	17,675	95.87
Provision exists	2	0.75	762	4.13

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	264	98.51	18,222	98.83
Specific reference to reduction of hours	4	1.49	215	1.17

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	260	97.01	17,960	97.41
Some form of wage or employment guarantee - other than S.U.B. or severance pay	7	2.61	357	1.94
Other	1	0.37	120	0.65

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	143	53.36	9,635	52.26
50% - employers contribution	94	35.07	6,209	33.68
60% - employers contribution	1	0.37	85	0.46
70% - employers contribution	1	0.37	200	1.08
75% - employers contribution	1	0.37	45	0.24
100% - employers contribution	6	2.24	192	1.04
Provision exists, but not specified or cannot be determined	22	8.21	2,071	11.23

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	245	91.42	16,222	87.99
50% - employers contribution	14	5.22	1,625	8.81
67% - employers contribution	1	0.37	29	0.16
100% - employers contribution	2	0.75	125	0.68
Provision exists, but not specified or cannot be determined	5	1.87	388	2.10
Other	1	0.37	48	0.26

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	249	92.91	16,935	91.85
50% of premium paid by employer	6	2.24	125	0.68
100% of premium paid by employer	4	1.49	74	0.40
Amount of employer contribution not specified or cannot be determined	9	3.36	1,303	7.07

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidential death and dismemberment insurance plan	248	92.53	16,862	91.46
$5,000	2	0.75	58	0.31
$7,500	1	0.37	40	0.22
$10,000	3	1.12	42	0.23
$15,000	1	0.37	36	0.20
Amount of benefits varies with income	2	0.75	75	0.41
Amount of benefits not specified or cannot be determined	10	3.73	1,284	6.96
Other	1	0.37	40	0.22

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life inusurance plan	190	70.90	13,671	74.15
$2,000	2	0.75	95	0.52
$5,000	3	1.12	70	0.38
$7,500	2	0.75	80	0.43
$9,998	3	1.12	282	1.53
$10,000	4	1.49	85	0.46
$15,000	1	0.37	36	0.20
$25,000	1	0.37	34	0.18
Amount of benefits varies with income	3	1.12	115	0.62
Amount of benefits varies with length of service	1	0.37	73	0.40
Amount of benefits not specified or cannot be determined	57	21.27	3,893	21.12
Other	1	0.37	3	0.02

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	36	13.43	2,130	11.55
5 days granted per year	1	0.37	28	0.15
6 days granted per year	2	0.75	62	0.34
7 days granted per year	2	0.75	51	0.28
8 days granted per year	1	0.37	5	0.03
10 days granted per year	4	1.49	47	0.25
12 days granted per year	15	5.60	854	4.63
15 days granted per year	6	2.24	336	1.82
18 days granted per year	49	18.28	2,836	15.38
20 days granted per year	7	2.61	185	1.00
21 days granted per year	2	0.75	67	0.36
22 days granted per year	1	0.37	117	0.63
24 days granted per year	13	4.85	512	2.78
30 days granted per year	100	37.31	7,790	42.25
Granted on a monthly basis	1	0.37	10	0.05
Annual allowance varies with length of service	4	1.49	82	0.44
Annual allowance varies for different groups of employees	3	1.12	824	4.78
Paid sick leave exists, but annual allowance not specified or cannot be determined	18	6.72	2,339	12.69
Other	3	1.12	104	0.56

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	51	19.03	4,172	22.63
Paid sick leave plan exists, but unused allowance not cumulative	6	2.24	104	0.56
20 days maximum accumulation	1	0.37	9	0.05
24 days maximum accumulation	2	0.75	98	0.53
30 days maximum accumulation	2	0.75	77	0.42
36 days maximum accumulation	1	0.37	200	1.08
40 days maximum accumulation	1	0.37	100	0.54
45 days maximum accumulation	2	0.75	74	0.40
60 days maximum accumulation	5	1.87	317	1.72
75 days maximum accumulation	2	0.75	95	0.52
80 days maximum accumulation	2	0.75	32	0.17
85 days maximum accumulation	1	0.37	5	0.03
90 days maximum accumulation	5	1.87	231	1.25
100 days maximum accumulation	5	1.87	272	1.48
110 days maximum accumulation	2	0.75	64	0.35
120 days maximum accumulation	12	4.48	460	2.49
125 days maximum accumulation	9	3.36	304	1.65
130 days maximum accumulation	3	1.12	143	0.78
135 days maximum accumulation	3	1.12	185	1.00

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
140 days maximum accumulation	1	0.37	304	1.65
144 days maximum accumulation	1	0.37	18	0.10
145 days maximum accumulation	1	0.37	50	0.27
150 days maximum accumulation	110	41.04	8,404	45.58
160 days maximum accumulation	1	0.37	34	0.18
175 days maximum accumulation	5	1.87	387	2.10
180 days maximum accumulation	4	1.49	271	1.47
195 days maximum accumulation	4	1.49	192	1.04
200 days maximum accumulation	3	1.12	142	0.77
250 days maximum accumulation	1	0.37	12	0.07
300 days maximum accumulation	11	4.10	1,166	6.32
Unlimited accumulation, or maximum cannot be determined	4	1.49	81	0.44
Unused sick leave converted to cash at end of calendar year	1	0.37	25	0.14
Provision exists, but no details given	4	1.49	172	0.93
Other	2	0.75	237	1.29

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	248	92.54	17,347	94.09
Paid sick leave plan exists, but no provision for cash payment for unused allowance on retirement	3	1.12	195	1.06
23% of unused sick leave paid to the employee	1	0.37	100	0.54
25% of unused sick leave paid to the employee	1	0.37	17	0.09
30% of unused sick leave paid to the employee	2	0.75	349	1.89
50% of unused sick leave paid to the employee	3	1.12	19	0.10
75% of unused sick leave paid to the employee	1	0.37	80	0.43
100% of unused sick leave paid to the employee	4	1.49	182	0.99
203 days	2	0.75	27	0.15
Percentage of unused sick leave paid varies with years of service	1	0.37	27	0.15
Lump sum payment or cash payment	1	0.37	34	0.18
Provision exists for payment on retirement, but percentage paid not specified or cannot be determined	1	0.37	60	0.33

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	253	94.40	17,647	95.72
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	5	1.87	480	2.60
20% of unused sick leave paid to the employee on termination of his employment	1	0.37	45	0.24
25% of unused sick leave paid to the employee on termination of his employment	3	1.12	32	0.17
50% of unused sick leave paid to the employee on termination of his employment	2	0.75	82	0.44
75% of unused sick leave paid to the employee on termination of his employment	1	0.37	80	0.43
100% of unused sick leave paid to the employee on termination of his employment	1	0.37	40	0.22
Percentage of unused sick leave paid varies with years of service	1	0.37	27	0.15
Other	1	0.37	4	0.02

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	242	90.30	14,886	80.74
Unreduced basic benefit	22	8.21	1,946	10.55
Reduced basic benefit	1	0.37	822	4.46
Provision exists but no details given	2	0.75	183	0.99
Other	1	0.37	600	3.25

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	249	92.91	16,694	90.55
15 weeks	3	1.12	130	0.71
17 weeks	2	0.75	125	0.68
20 weeks	1	0.37	24	0.13
26 weeks	2	0.75	43	0.23
104 weeks	1	0.37	25	0.14
260 weeks	1	0.37	22	0.12
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	8	2.99	1,372	7.44
Other	1	0.37	2	0.01

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	240	89.55	16,252	88.15
$125 per week	1	0.37	22	0.12
$210 per week	1	0.37	40	0.22
$250 per week	1	0.37	50	0.27
Amount of weekly indemnity expressed as a percent of wages	5	1.87	208	1.13
Amount of weekly indemnity varies with length of service	1	0.37	24	0.13
Welfare plan mentioned, but no details given	19	7.09	1,841	9.99

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	245	91.42	16.900	91.66
50% - employers contribution	4	1.49	202	1.10
100% - employers contribution	1	0.37	43	0.23
Provision exists, but not specified or cannot be determined	18	6.72	1,292	7.01

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	244	91.04	16,736	90.77
70% of yearly salary	1	0.37	70	0.38
60% of monthly salary	1	0.37	73	0.40
67% of monthly salary	1	0.37	50	0.27
Plan mentioned but no details given	21	7.84	1,508	8.18

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	170	63.43	12,113	65.70
$100 for each year of service	1	0.37	40	0.22
Plan mentioned, no details given	96	35.82	6,244	33.87
Other	1	0.37	40	0.22

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	254	94.78	16,811	91.18
Lump sum payment	13	4.85	1,601	8.68
Plan mentioned, no details given	1	0.37	25	0.14

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	257	95.90	17,188	93.23
50% - employers contribution	5	1.87	1,066	5.78
67% - employers contribution	1	0.37	29	0.16
100% - employers contribution	1	0.37	40	0.22
Provision exists, but not specified or cannot be determined	3	1.12	102	0.55
Other	1	0.37	12	0.07

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	257	95.90	17,012	92.27
Management only	3	1.12	456	2.47
Union only	5	1.87	14	0.08
Trustees (either individual or corporate) or insurance company	1	0.37	822	4.46
Provision exists, but no details	2	0.75	133	0.72

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	265	98.88	17,653	95.75
Sub benefits specified in agreement	3	1.12	784	4.25

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	259	96.64	17,493	94.88
Union only	5	1.87	14	0.08
Trustee (either individual or corporate) or insurance company	4	1.49	930	5.04

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	257	95.90	17,014	92.28
Severance payments specified in agreement	11	4.10	1,423	7.72

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	258	96.27	17,836	96.74
1 week for each year of service	2	0.75	20	0.11
2 weeks for each year of service	1	0.37	12	0.07
4 weeks for each year of service	2	0.75	260	1.41
10 weeks for each year of service	1	0.37	28	0.15
Flat amount	1	0.37	62	0.34
Other	3	1.12	219	1.19

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	258	96.27	17,042	92.43
4 weeks	1	0.37	62	0.34
13 weeks	1	0.37	3	0.02
15 weeks	1	0.37	822	4.46
16 weeks	1	0.37	191	1.04
20 weeks	2	0.75	41	0.22
52 weeks	1	0.37	160	0.87
64 weeks	1	0.37	100	0.54
Provision exists, but no details given	1	0.37	12	0.07
Other	1	0.37	4	0.02

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	260	97.01	17,264	93.64
1 year of service	3	1.12	32	0.17
3 years of service	2	0.75	215	1.17
20 yeras of service	1	0.37	100	0.54
Other	2	0.75	826	4.48

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	268	100.00	18,437	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	245	91.42	16,153	87.61
Flat amount	14	5.22	1,102	5.98
Provision exists, but no details given	4	1.49	953	5.17
Other	5	1.87	229	1.24

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	156	58.21	9,969	54.07
1 years of service	2	0.75	219	1.19
3 years of service	98	36.57	7,436	40.33
5 years of service	2	0.75	64	0.35
10 years of service	4	1.49	165	0.89
25 years of service	1	0.37	36	0.20
30 years of service	5	1.87	548	2.97

PART IV:

TRADE

The Trade sector includes industries whose SIC (Standard Industrial Classification) numbers range from 5011 to 6921. This group is comprised of wholesalers and retailers of such products as paper, food, drugs and toilet preparations, dry goods, machinery, building materials and personal goods. The data in this section is based on 74 agreements covering some 2,884 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		*Emps*	
	#	*%*	*#*	*%*
No provision regarding union membership as a condition of employment (open shop)	*26*	*32.10*	*902*	*35.00*
Union shop	*31*	*38.27*	*1,031*	*40.01*
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	*16*	*19.75*	*530*	*20.57*
Maintenance of membership for present and/future employees	*7*	*8.64*	*102*	*3.96*
Other	*1*	*1.23*	*12*	*0.47*

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*3*	*3.70*	*27*	*1.05*
Compulsory for all employees covered by the agreement (Rand Formula)	*42*	*51.85*	*1,670*	*64.80*
Compulsory only for union members	*21*	*25.93*	*591*	*22.93*
Compulsory for new employees	*2*	*2.47*	*86*	*3.34*
Voluntary for old employees, compulsory for new (Modified Rand Formula)	*6*	*7.41*	*97*	*3.76*
Voluntary for all employees covered by the agreement	*7*	*8.64*	*106*	*4.11*

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*5*	*6.17*	*77*	*2.99*
Irrevocable for term of agreement	*18*	*22.22*	*347*	*13.47*
Revocable at specified time prior to anniversary date of agreement	*2*	*2.47*	*42*	*1.63*
Check-off provision exists, but term of authorization not specified	*56*	*69.14*	*2,111*	*81.92*

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*79*	*97.53*	*2,465*	*95.65*
Provision respecting the scope of the work	*2*	*2.47*	*112*	*4.35*

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,511	97.44
Employees have the right to refuse to handle hot cargoes	1	1.23	34	1.32
Employees have the right to refuse to cross picket lines and handle hot cargoes	1	1.23	32	1.24

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	6	7.41	52	2.02
General statement of management rights	39	48.15	1,584	61.47
Enumerated list of management rights	36	44.44	941	36.52

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	9	11.11	96	3.73
20 calendar days	1	1.23	28	1.09
28 calendar days	1	1.23	32	1.24
30 calendar days	1	1.23	0	0.00
35 calendar days	1	1.23	5	0.19
40 calendar days	1	1.23	50	1.94
45 calendar days	5	6.17	99	3.84
50 calendar days	1	1.23	35	1.36
60 calendar days	15	18.52	347	13.47
90 calendar days	3	3.70	57	2.21
25 working days	1	1.23	110	4.27
30 working days	11	13.58	473	18.35
35 working days	1	1.23	56	2.17
40 working days	3	3.70	112	4.35
45 working days	1	1.23	30	1.16
50 working days	1	1.23	8	0.31
60 working days	5	6.17	90	3.49
90 working days	2	2.47	40	1.55
2 months	2	2.47	30	1.16
3 months	9	11.11	174	6.75
6 months	4	4.94	653	25.34
Probationary period varies by occupation or classification	3	3.70	52	2.02

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	12	14.81	603	23.40
Company-wide seniority	17	20.99	449	17.42
Plant-wide seniority-bargaining unit	27	33.33	993	38.53
Department seniority	10	12.35	236	9.16
Job or occupational classification seniority	1	1.23	15	0.58
Combination of company-wide and department seniority	3	3.70	60	2.33
Combination of plant-wide and department seniority	1	1.23	17	0.66
Seniority unit not specified or cannot be determined	9	11.11	189	7.33
Other	1	1.23	15	0.58

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	69	85.19	1,997	77.49
Special seniority for union officials	1	1.23	220	8.54
Retention of union seniority for union officials elected	9	11.11	337	13.08
Combination of special seniority with special skills, union officials and union officials elected	2	2.47	23	0.89

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	17	20.99	381	14.78
Straight seniority	2	2.47	34	1.32
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	25	30.86	577	22.39
Straight seniority if other factors are equal or sufficient	37	45.68	1,585	61.51

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	6	7.41	59	2.29
Straight seniority	8	9.88	535	20.76
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	40	49.38	834	32.36
Straight seniority if other factors are equal or sufficient	27	33.33	1,149	44.59

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	10	12.35	639	24.80
Straight seniority	8	9.88	457	17.73
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	39	48.15	922	35.78
Straight seniority if other factors are equal or sufficient	24	29.63	559	21.69

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	18	22.22	818	31.74
6 months	19	23.46	470	18.24
7 months	1	1.23	30	1.16
8 months	2	2.47	70	2.72
9 months	9	11.11	221	8.58
10 months	3	3.70	46	1.79
11 months	2	2.47	250	9.70
12 months	20	24.69	507	19.67
24 months	2	2.47	32	1.24
Seniority rights retained for period related to length of service	1	1.23	20	0.78
Combination of number of months and length of service	4	4.94	113	4.38

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	19	23.46	326	12.65
Combination of discharged for just cause, voluntarily termination and failure to return when notified	58	71.60	2,211	85.80
Lay-off limits exceeded	4	4.94	40	1.55

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	68	83.95	2,203	85.49
Combination of bumping within same department or occupational classification	1	1.23	8	0.31
Seniority bumping with restrictions	7	8.64	159	6.17
Seniority bumping within bargaining unit	5	6.17	207	8.03

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	57	70.37	1,860	72.18
Seniority is retained for a period of up to and including six months	1	1.23	34	1.32
Seniority is retained for more than six months up to and including twelve months	9	11.11	225	8.73
Seniority is retained for more than twelve months up to and including eighteen months	1	1.23	35	1.36
Seniority is retained for more than eighteen months up to and including twenty-four months	1	1.23	12	0.47
Length nor specified or indefinite	10	12.35	325	12.61
Not specified in "list of circumstances under which seniority is lost"	1	1.23	78	3.03
Other	1	1.23	8	0.31

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	51	62.96	1,629	63.21
36 hours	1	1.23	20	0.78
3 calendar days	5	6.17	125	4.85
5 working days	1	1.23	10	0.39
10 working days	1	1.23	110	4.27
1 week	3	3.70	37	1.44
2 weeks	2	2.47	66	2.56
Length of notice varies with length of service	17	20.99	580	22.51

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	30	37.04	477	18.51
48 hours	1	1.23	12	0.47
3 calendar days	2	2.47	57	2.21
5 calendar days	4	4.94	92	3.57
15 calendar days	1	1.23	415	16.10
2 working days	1	1.23	10	0.39
3 working days	7	8.64	237	9.20

TABLE 18:

POSTING OF JOB VACANCIES (Cont'd)

	Agts		Emps	
	#	%	#	%
4 working days	1	1.23	220	8.54
5 working days	17	20.99	441	17.11
6 working days	1	1.23	110	4.27
10 working days	1	1.23	110	4.27
1 week	4	4.94	64	2.48
7 weeks	1	1.23	3	0.12
Provision exists, but posting period not specified or cannot be determined	10	12.35	329	12.77

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	25	30.86	491	19.05
Regular rate of the employee	2	2.47	37	1.44
New rate or regular rate of the employee, whichever is the higher at start of transfer	13	16.05	533	20.68
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	26	32.10	769	29.84
Rate of new occupation, at start of transfer	4	4.94	102	3.96
Rate of new occupation, only after specified period of time	5	6.17	530	20.57
Other	6	7.41	115	4.46

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	5	6.17	67	2.60
Employee only	8	9.88	362	14.05
Union representative only	1	1.23	15	0.58
Employee with or without union representative	66	81.48	2,118	82.19
Grievance committee only	1	1.23	15	0.58

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	7	8.64	109	4.23
24 hours	6	7.41	103	4.00
48 hours	2	2.47	28	1.09
2 calendar days	3	3.70	32	1.24
3 calendar days	10	12.35	272	10.55
5 calendar days	4	4.94	106	4.11
6 calendar days	1	1.23	78	3.03
7 calendar days	2	2.47	237	9.20
10 calendar days	3	3.70	84	3.26
14 calendar days	1	1.23	5	0.19
2 working days	7	8.64	117	4.54
3 working days	8	9.88	263	10.21
5 working days	12	14.81	401	15.56
7 working days	4	4.94	590	22.89
10 working days	2	2.47	22	0.85
14 working days	6	7.41	85	3.30
Not specified explicitly	3	3.70	45	1.75

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	34	41.98	950	36.86
Number of steps in the grievance is reduced	39	48.15	1,361	52.81
Combination of reduction of steps and/or duration of delays reduced	8	9.88	266	10.32

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	32	39.51	1,190	46.18
Union officials receive time-off without loss of pay for grievance work during regular hours of work	37	45.68	942	36.55
Remuneration is for limited number of hours only	1	1.23	135	5.24
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	9	11.11	292	11.33
Time-off without loss of pay, but does not state whether during working hours or other	2	2.47	18	0.70

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	49	60.49	1,250	48.51
Compensation for total hours	1	1.23	415	16.10
Compensation limited to regular hours of work	23	28.40	620	24.06
Compensation is for a specific number of hours	6	7.41	265	10.28
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	2	2.47	27	1.05

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	3	3.70	27	1.05
Single arbitrator	37	45.68	1,315	51.03
Panel/board of arbitration	9	11.11	166	6.44
Single or board of arbitration	32	39.51	1,069	41.48

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	14	17.28	341	13.23
Appeal of discharge after dismissal	37	45.68	986	38.26
Reimbursement if exonerated after suspension	2	2.47	17	0.66
Combination of appeal of discharge and reimbursement if exonerated	28	34.57	1,233	47.85

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	4	4.94	37	1.44
5 days per week	66	81.48	2,262	87.78
5.5 days per week	2	2.47	21	0.81
Irregular work week	1	1.23	110	4.27
Work days vary for different groups of employees	2	2.47	47	1.82
Work days vary for different seasons or other periods	2	2.47	50	1.94
Work days not specified or cannot be determined	4	4.94	50	1.94

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	3	3.70	27	1.05
7 hours per day	1	1.23	28	1.09
8 hours per day	52	64.20	2,004	77.76
8 hours and 30 minutes per day	1	1.23	43	1.67
14 hours per day	1	1.23	12	0.47
Irregular daily hours	14	17.28	309	11.99
Daily hours vary for different groups of employees	2	2.47	28	1.09
Daily hours vary for different seasons or other periods	3	3.70	65	2.52
Number of hours per day not specified or cannot be determined	4	4.94	61	2.37

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	3	3.70	27	1.05
35 hours per week	6	7.41	157	6.09
40 hours per week	60	74.07	2,199	85.33
43 hours per week	1	1.23	35	1.36
44 hours per week	3	3.70	38	1.47
Irregular work hours	4	4.94	47	1.82
Weekly hours vary for different groups of employees	3	3.70	59	2.29
Weekly hours vary for different seasons or other periods	1	1.23	15	0.58

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,565	99.53
Five day week, variable starting and quitting time	1	1.23	12	0.47

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	8	9.88	302	11.72
1 shift 5 days per week	24	29.63	560	21.73
1 shift 6 days per week	20	24.69	352	13.66
1 shift 7 days per week	4	4.94	72	2.79
2 shifts 5 days per week	5	6.17	91	3.53
2 shifts 6 days per week	5	6.17	492	19.09
2 shifts 7 days per week	1	1.23	220	8.54
3 shifts 5 days per week	3	3.70	117	4.54
3 shifts 6 days per week	3	3.70	207	8.03
3 shifts 7 days per week	6	7.41	102	3.96
Other	2	2.47	62	2.41

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	14	17.28	256	9.93
Straight time followed by a higher rate	3	3.70	65	2.52
Time and one-half	57	70.37	1,584	61.47
Time and one-half followed by a higher rate	5	6.17	522	20.26
Other	2	2.47	150	5.82

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	11	13.58	506	19.64
Straight time followed by a higher rate	4	4.94	93	3.61
Time and one-half	61	75.31	1,764	68.45
Time and one-half followed by a higher rate	3	3.70	64	2.48
Other	2	2.47	150	5.82

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	24	29.63	630	24.45
Time and one-half	45	55.56	1,162	45.09
Time and one-half followed by a higher rate	3	3.70	64	2.48
Double time	9	11.11	721	27.98

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	15	18.52	252	9.78
Straight time followed by a higher rate	2	2.47	51	1.98
Time and one-half	9	11.11	148	5.74
Double time	54	66.67	1,711	66.40
Other	1	1.23	415	16.10

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	67	82.72	2,064	80.09
Time-off in lieu of overtime pay	14	17.28	513	19.91

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	53	65.43	1,407	54.60
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	7	8.64	562	21.81
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	1	1.23	12	0.47
Employee has the right to refuse overtime when others are available to do the work	2	2.47	60	2.33
Overtime is mandatory in cases of emergency	4	4.94	103	4.00
Overtime mandatory-specific provision	3	3.70	155	6.01
Right to refuse overtime - specific period of compulsory overtime	2	2.47	71	2.76
Right to refuse overtime - special consideration for employees with greater seniority	2	2.47	56	2.17
Overtime is compulsory in special circumstances	5	6.17	88	3.41
Other	2	2.47	63	2.44

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	62	76.54	1,904	73.88
Overtime is equitably distributed among employees within a department	1	1.23	32	1.24
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	1	1.23	12	0.47
Combination of plant-wide, occupation and/or wage bracket, etc.	2	2.47	130	5.04
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	7	8.64	347	13.47
Overtime is equitably distributed but basis is impossible to determine	5	6.17	107	4.15
Other	3	3.70	45	1.75

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,537	98.45
$.65 per hour	1	1.23	40	1.55

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	61	75.31	1,534	59.53
$.15 per hour	2	2.47	20	0.78
$.16 per hour	1	1.23	10	0.39
$.25 per hour	2	2.47	39	1.51
$.35 per hour	2	2.47	50	1.94

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT (Cont'd)

	Agts		Emps	
	#	%	#	%
$.40 per hour	4	4.94	112	4.35
$.45 per hour	3	3.70	76	2.95
$.50 per hour	1	1.23	16	0.62
$.55 per hour	1	1.23	55	2.13
$.60 per hour	2	2.47	115	4.46
$3.25 per shift	2	2.47	550	21.34

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	66	81.48	1,998	77.53
$.15 per hour	1	1.23	8	0.31
$.20 per hour	1	1.23	12	0.47
$.24 per hour	1	1.23	10	0.39
$.25 per hour	2	2.47	39	1.51
$.35 per hour	1	1.23	20	0.78
$.40 per hour	3	3.70	92	3.57
$.45 per hour	1	1.23	50	1.94
$.50 per hour	1	1.23	16	0.62
$.55 per hour	1	1.23	55	2.13
$.65 per shift	1	1.23	110	4.27
$1.00 per shift	1	1.23	32	1.24
$3.25 per week	1	1.23	135	5.24

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	74	91.36	2,328	90.34
More than one days work but less than one week or equivalent wage guarantee	1	1.23	110	4.27
Weekly work or wage guarantee	6	7.41	139	5.39

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	46	56.79	1,463	56.77
One hour of work	3	3.70	60	2.33
Two hours of work	1	1.23	22	0.85
Three hours of work	7	8.64	139	5.39
Four hours of work	19	23.46	761	29.53
Eight hours of work	2	2.47	40	1.55
Guarantee varies depending on whether or not employee is put to work	1	1.23	50	1.94
Guarantee varies for different groups of employees	2	2.47	42	1.63

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	24	29.63	563	21.85
Straight time for 3 hours	7	8.64	198	7.68
Straight time for 4 hours	17	20.99	649	25.18
Straight time for 4 hours followed by time and one-half	3	3.70	52	2.02
Straight time for 4 hours followed by applicable overtime rate	5	6.17	182	7.06

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE (Cont'd)

	Agts		Emps	
	#	%	#	%
Time and one-half for 2 hours	2	2.47	35	1.36
Time and one-half for 3 hours	10	12.35	144	5.59
Time and one-half for 4 hours	7	8.64	550	21.34
Applicable overtime rate for 2 hours	1	1.23	12	0.47
Applicable overtime rate for 4 hours	3	3.70	84	3.26
Applicable overtime rate for 4 hours followed by time and one-half	1	1.23	30	1.16
Applicable overtime rate for 4 hours followed by applicable overtime rate	1	1.23	78	3.03

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,550	98.95
Flat amount per hour	1	1.23	15	0.58
Other	1	1.23	12	0.47

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	67	82.72	2,268	88.01
Compensation for one-half shift - weather conditions	4	4.94	65	2.52
Compensation for one-halfshift - machinery breakdown and weather conditions	4	4.94	82	3.18
Other	6	7.41	162	6.29

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	77	95.06	2,325	90.22
Paid travel time	2	2.47	237	9.20
Paid transportation or allowance	2	2.47	15	0.58

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	75	92.59	2,294	89.02
Meal allowance	3	3.70	91	3.53
Transportation allowance	1	1.23	45	1.75
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	2	2.47	147	5.70

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,442	94.76
Other	1	1.23	135	5.24

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	4	4.94	42	1.63
7 full holidays	1	1.23	30	1.16
9 full holidays	22	27.16	431	16.72
9 full holidays and 1 half holiday	2	2.47	30	1.16
10 full holidays	29	35.80	1,440	55.88

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR (Cont'd)

	Agts		Emps	
	#	%	#	%
10 full holidays and 1 half holiday	4	4.94	82	3.18
10 full holidays and 2 half holidays	3	3.70	48	1.86
11 full holidays	13	16.05	395	15.33
12 full holidays	1	1.23	12	0.47
12 full holidays and 2 half holidays	2	2.47	67	2.60

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	71	87.65	2,337	90.69
30 calendar days	2	2.47	22	0.85
90 calendar days	2	2.47	27	1.05
15 working days	1	1.23	32	1.24
30 working days	3	3.70	92	3.57
60 working days	1	1.23	50	1.94
4 weeks	1	1.23	17	0.66

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	21	25.93	945	36.67
Employee must have worked the next scheduled working day after	2	2.47	20	0.78
Employee must have worked both the last working day before and the next working day after	57	70.37	1,600	62.09
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	1	1.23	12	0.47

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	46	56.79	1,030	39.97
Working day off with pay	5	6.17	248	9.62
Extra days pay	3	3.70	60	2.33
Working day off or extra days pay	5	6.17	228	8.85
Provision applies to some of the paid statutory holidays or general holidays only	2	2.47	48	1.86
Observe on following Monday, preceeding Friday or day proclaimed by government	19	23.46	933	36.20
Other	1	1.23	30	1.16

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	31	38.27	716	27.78
No working day off with pay or not extra days pay	1	1.23	60	2.33
Working day off with pay	5	6.17	248	9.62
Extra days pay	4	4.94	90	3.49
Working day off or extra days pay	5	6.17	114	4.42
Provision applies to some of the paid statutory holidays or general holidays only	2	2.47	48	1.86
Observe on following Monday, preceeding Friday or day proclaimed by government	32	39.51	1,271	49.32
Other	1	1.23	30	1.16

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	16	19.75	1,054	40.90
Straight time	16	19.75	325	12.61
Time and one-half	29	35.80	561	21.77
Double time	19	23.46	594	23.05
Other	1	1.23	43	1.67

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,562	99.42
3 full holidays	1	1.12	15	0.58

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,527	98.06
Double time followed by double time and one-half	1	1.23	50	1.94

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	13	16.05	244	9.47
Any provision conferring any right for the employee to select his vacation	66	81.48	2,278	88.40
Combination of shut down and/or any right for the employee to select his vacation	2	2.47	55	2.13

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	5	6.17	101	3.92
1 year of service	7	8.64	675	26.19
3 years of service	7	8.64	123	4.77
4 years of service	4	4.94	203	7.88
5 years of service	48	59.26	1,312	50.91
7 years of service	3	3.70	28	1.09
8 years of service	3	3.70	35	1.36
10 years of service	3	3.70	40	1.55
Length of service specified as hours, shifts, days or weeks worked	1	1.23	60	2.33

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	13	16.05	227	8.81
7 years of service	1	1.23	32	1.24
9 years of service	6	7.41	476	18.47
10 years of service	33	40.74	1,282	49.75
11 years of service	2	2.47	44	1.71
12 years of service	13	16.05	225	8.73
13 years of service	2	2.47	80	3.10
15 years of service	3	3.70	57	2.21
16 years of service	3	3.70	39	1.51
17 years of service	1	1.23	15	0.58
18 years of service	1	1.23	3	0.12
20 years of service	2	2.47	37	1.44
Length of service specified as hours, shifts, days or weeks worked	1	1.23	60	2.33

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	48	59.26	891	34.58
15 years of service	1	1.23	10	0.39
16 years of service	2	2.47	166	6.44
17 years of service	1	1.23	32	1.24
18 years of service	3	3.70	593	23.01
20 years of service	14	17.28	641	24.87
21 years of service	1	1.23	35	1.36
22 years of service	6	7.41	130	5.04
23 years of service	1	1.23	30	1.16
25 years of service	2	2.47	17	0.66
27 years of service	2	2.47	32	1.24

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	67	82.72	1,626	63.10
25 years of service	3	3.70	186	7.22
29 years of service	1	1.23	16	0.62
30 years of service	10	12.35	749	29.06

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	52	64.20	1,051	40.78
With limit	4	4.94	627	24.33
Carry-over specifically prohibited	25	30.86	899	34.89

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,531	98.21
Vacation extended at regular intervals of years service	1	1.23	40	1.55
Vacation extended if regular allowance taken in specified period of time of year	1	1.23	6	0.23

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	63	77.78	2,094	81.26
Provision for vacation bonus	4	4.94	116	4.50
Provision for year end bonus or Christmas bonus	13	16.05	345	13.39
Other	1	1.23	22	0.85

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	26	32.10	888	34.46
Another working day off with pay	28	34.57	850	32.98
Extra days pay	3	3.70	31	1.20
Either working day off with pay or extra days pay	24	29.63	808	31.35

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	76	93.83	2,259	87.66
Provision exists	5	6.17	318	12.34

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	10	12.35	322	12.50
1 day	1	1.23	6	0.23
3 days	39	48.15	1,459	56.62
4 days	9	11.11	189	7.33
5 days	20	24.69	573	22.24
Other	2	2.47	28	1.09

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	26	32.10	817	31.70
1 day	21	25.93	511	19.83
2 days	3	3.70	70	2.72
3 days	24	29.63	623	24.18
Not specified or cannot be determined	1	1.23	15	0.58
Other	6	7.41	541	20.99

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	78	96.30	2,135	82.85
1 day	1	1.23	15	0.58
2 days	1	1.23	415	16.10
3 days	1	1.23	12	0.47

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,502	97.09
1 day	2	2.47	75	2.91

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,545	98.76
Additional weeks if required	1	1.23	32	1.24

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	44	54.32	1,387	53.82
Employee receives the difference between regular pay and jury fees	35	43.21	1,153	44.74
Employee receives part of the difference between regular pay and jury dues	2	2.47	37	1.44

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	76	93.83	2,445	94.88
Unpaid leave of absence	4	4.94	99	3.84
Other	1	1.23	33	1.28

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	14	17.28	351	13.62
Provision for unpaid leave of absence	59	72.84	1,695	65.77
Provision for paid leave of absence (whole or in part)	4	4.94	484	18.78
Provision for leave of absence, but not mentioned if paid or unpaid	4	4.94	47	1.82

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	30	37.04	583	22.62
1 month	1	1.23	37	1.44
3 months	4	4.94	80	3.10
12 months	2	2.47	62	2.41
28 months	2	2.47	35	1.36
30 months	1	1.23	10	0.39
Less than one month	6	7.41	223	8.65
Unspecified or cannot be determined	34	41.98	1,132	43.93
Other	1	1.23	415	16.10

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	66	81.48	1,744	67.68
Provision	15	18.52	833	32.32

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	60	74.07	1,827	70.90
6 months of service the employee must complete to qualify for maternity leave	1	1.23	30	1.16
12 months of service the employee must complete to qualify for maternity leave	16	19.75	456	17.69
Provision exists, but length of service required not specified or cannot be determined	3	3.70	44	1.71
Other	1	1.23	220	8.54

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	49	60.49	1,591	61.74
12 weeks granted for maternity leave	1	1.23	10	0.39
16 weeks granted for maternity leave	1	1.23	20	0.78
17 weeks granted for maternity leave	16	19.75	406	15.75
23 weeks granted for maternity leave	1	1.23	27	1.05
24 weeks granted for maternity leave	5	6.17	392	15.21
26 weeks granted for maternity leave	1	1.23	8	0.31
36 weeks granted for maternity leave	2	2.47	32	1.24
52 weeks granted for maternity leave	1	1.23	32	1.24
Provision exists, but length of leave not specified or cannot be determined	4	4.94	59	2.29

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	50	61.73	1,607	62.36
Seniority retained up to time maternity leave begins	15	18.52	422	16.38
Seniority accumulates during entire maternity leave	13	16.05	500	19.40
Seniority accumulated up to a certain period then retained afterwards	2	2.47	45	1.75
Provision exists, but no reference to seniority status	1	1.23	3	0.12

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	51	62.96	1,703	66.08
Leave of absence with loss of pay	23	28.40	781	30.31
Unemployment insurance maternity benefits only	6	7.41	67	2.60
Provision mentioned, details not specified cannot be determined	1	1.23	26	1.01

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	41	50.62	1,004	38.96
$3.50 for meal allowance	1	1.23	10	0.39
$3.75 for meal allowance	1	1.23	55	2.13
$4.00 for meal allowance	2	2.47	26	1.01
$4.50 for meal allowance	2	2.47	28	1.09
$5.00 for meal allowance	2	2.47	64	2.48
$5.75 for meal allowance	1	1.23	3	0.12
$6.00 for meal allowance	2	2.47	458	17.77
$6.50 for meal allowance	1	1.23	20	0.78
Employee works beyond his scheduled hours or for special circumstances	28	34.57	909	35.27

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,540	98.56
Time not specified	2	2.47	37	1.44

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	21	25.93	864	33.53
Twice a day 20 minutes	9	11.11	209	8.11
Twice a day 25 minutes	1	1.23	24	0.93
Twice a day 30 minutes	34	41.98	875	33.95
Twice a day 40 minutes	3	3.70	328	12.73
Three times a day 45 minutes	7	8.64	132	5.12
Time not stated, or cannot be determined	5	6.17	127	4.93
Other	1	1.23	18	0.70

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	30	37.04	712	27.63
Work clothing and uniform provided by employer at no cost to employee	29	35.80	893	34.65
Work clothing and uniform provided at some cost to the employee	6	7.41	137	5.32
Monetary allowance provided for purchase of work clothing	2	2.47	15	0.58
Provided and replaced by employer	6	7.41	664	25.77
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	8	9.88	156	6.05

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	47	58.02	1,017	39.46
Safety equipment supplied at no cost to employee	20	24.69	726	28.17
Safety equipment supplied at some cost to employee	1	1.23	15	0.58
Monetary allowance provided for purchase of safety equipment	7	8.64	268	10.40
Provided and replaced by employer	2	2.47	465	18.04
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	4	4.94	86	3.34

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	63	77.78	1,962	76.14
Tools supplied at no cost to employee	11	13.58	454	17.62
Tools supplied at some cost to employee	1	1.23	45	1.75
Tools supplied at no cost to employee	1	1.23	12	0.47
Monetary allowance provided for purchase of tools	4	4.94	82	3.18
Provided and replaced by employer	1	1.23	22	0.85

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	67	82.72	2,122	82.34
Training on the job	1	1.23	220	8.54
Apprenticeship program	2	2.47	31	1.20
Combination of training on the job and/or apprenticeship program	3	3.70	60	2.33
Combination of apprenticship program and/or tuition and financial assistance	3	3.70	59	2.29
Combintion of training on the job, apprenticeship program and/or tuition and financial assistance	3	3.70	60	2.33
Provision exists, but no details given	1	1.23	10	0.39
Other	1	1.23	15	0.58

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	24	29.63	1,058	41.06
Provision exists for safety program	31	38.27	658	26.58
Safety committee	17	20.99	611	23.71
Pay for safety committee	1	1.23	110	4.27
Combination of safety program, safety committee and/or pay for safety committee	5	6.17	72	2.79
Provision exists, no details given	3	3.70	41	1.59

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,562	99.42
$.10 per hour	1	1.23	15	0.58

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	75	92.59	2,457	95.34
Moonlighting permitted with restrictions other than interfering with regular work of employees	6	7.41	120	4.66

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	78	96.30	2,511	97.44
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	2	2.47	44	1.71
Other	1	1.23	22	0.85

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	78	96.30	2,437	94.57
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs if available	3	3.70	140	5.43

TABLE 107:

LABOUR AND MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	70	86.42	2,010	78.00
Provision exists	11	13.58	567	22.00

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	21	25.93	590	22.89
Provision exists	60	74.07	1,987	77.11

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,565	99.53
Provision exists	1	1.23	12	0.47

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	25	30.86	1,146	44.47
Union membership	8	9.88	191	7.41
Race, religion	1	1.23	5	0.19
Race, religion, union membership	11	13.58	151	5.86
Race, religion, union membership, sex	6	7.41	79	3.07
Race, religion, union membership, sex, age	4	4.94	404	15.68
Race, religion, nationality	1	1.23	11	0.43
Race, religion, nationality, union membership	1	1.23	0	0.00
Race, religion, nationality, union membership, sex	4	4.94	71	2.76
Race, religion, union membership, sex, marital status	3	3.70	55	2.13
Race, religion, nationality, marital status	2	2.47	63	2.44
Race, religion, nationality, union membership, sex, age, marital status	8	9.88	175	6.79
Race, religion, nationality, union membership, marital status	1	1.23	78	3.03
Race, religion, nationality, union membership, sex, marital status	6	7.41	148	5.74

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	53	65.43	1,366	53.01
Compensation payable is the difference between worker's compensation and regular salary	11	13.58	734	28.48
Compensation while injured employee claim is being settled by Worker's Compensation Board	1	1.23	110	4.27
Full compensation by employer, when off work due to injury on the job	1	1.23	30	1.16
Provision exists, no details given	15	18.52	337	13.08

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	47	58.02	1,599	62.05
Irregular hours	20	24.69	355	13.78
Provision exists, no details given	14	17.28	623	24.18

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	47	58.02	1,599	62.05
8 hours	1	1.23	220	8.54
Irregular hours	21	25.93	403	15.64
Provision exists, no details given	12	14.81	355	13.78

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	46	56.79	1,584	61.47
20 hours	2	2.47	27	1.05
24 hours	16	19.75	594	23.05
25 hours	1	1.23	20	0.78
28 hours	1	1.23	16	0.62
30 hours	1	1.23	34	1.32
32 hours	1	1.23	16	0.62
34 hours	2	2.47	23	0.89
Irregular hours	7	8.64	136	5.28
Provision exists, no details given	4	4.94	127	4.93

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	73	90.12	2,096	81.33
Provision for sick leave benefits	4	4.94	115	4.46
Combination of health and welfare benefits and sick leave benefits	1	1.23	220	8.54
Combination of health and welfare benefits, sick leave and pension benefits	2	2.47	116	4.50
Other	1	1.23	30	1.16

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	46	56.79	1,492	57.90
6 vacation days	1	1.23	14	0.54
7 vacation days	1	1.23	12	0.47
Pro-rated vacation for part timers	32	39.51	1,031	40.01
Other	1	1.23	28	1.09

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	59	72.84	1,742	67.60
Pro-rated paid statutory holidays	22	27.16	835	32.40

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	53	65.43	1,684	65.35
Seniority provisions for full-time workers - explicity apply to part-time workers	1	1.23	220	8.54
Special seniority - provision for part time worker (includes opportunity for full time work after part time employment)	25	30.86	588	22.82
Other	2	2.47	85	3.30

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,549	98.91
Provision exists - is effective during agreement	2	2.47	28	1.09

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,549	98.91
Adjustments tied to a specific amount of the change in the Consumer Price Index	2	2.47	28	1.09

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	79	97.53	2,549	98.91
0 cents per hour adjustment for each 0.3 point change in C.P.I.	1	1.23	16	0.62
0 cents per hour adjustment for each 3.0 percent change in C.P.I.	1	1.23	12	0.47

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	76	93.83	1,968	76.37
2 months	1	1.23	12	0.47
3 months	3	3.70	570	22.12
Provision exists, but no details given	1	1.23	27	1.05

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	75	92.59	1,916	74.35
Provision exists	6	7.41	661	25.65

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,550	98.95
Displaced employees provided with on the job training opportunity on new equipment	1	1.23	12	0.47
Laid-off employee to receive retraining at employers expense	1	1.23	15	0.58

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	77	95.06	2,497	96.90
90 days	1	1.23	20	0.78
As provided by law	3	3.70	60	2.33

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,135	82.85
Some form of wage or employment guarantee - other than S.U.B. or severance pay	2	2.47	442	17.15

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	46	56.79	1,024	39.74
0% - employers contribution	1	1.23	10	0.39
50% - employers contribution	11	13.58	463	17.97
75% - employers contribution	4	4.94	74	2.87
100% - employers contribution	4	4.94	320	12.42
Provision exists, but not specified or cannot be determined	15	18.52	686	26.62

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	71	87.65	1,762	68.37
50% - employers contribution	2	2.47	35	1.36
75% - employers contribution	2	2.47	46	1.79
100% - employers contribution	3	3.70	568	22.04
160% - employers contribution	1	1.23	135	5.24
Provision exists, but not specified or cannot be determined	2	2.47	31	1.20

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidential death or dismemberment insurance plan	81	100.00	2,577	100.00

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	80	98.77	2,557	99.22
$3,000	1	1.23	20	0.78

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	44	54.32	1,233	47.85
$2,000	1	1.23	20	0.78
Amount of benefits varies with income	1	1.23	20	0.78
Amount of benefits not specified or cannot be determined	35	43.21	1,304	50.60

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	21	25.93	366	14.20
1 day granted per year	3	3.70	65	2.52
4 days granted per year	4	4.94	82	3.18
5 days granted per year	7	8.64	249	9.66
7 days granted per year	7	8.64	88	3.41
8 days granted per year	1	1.23	5	0.19
9 days granted per year	3	3.70	305	11.84
10 days granted per year	10	12.35	271	10.52
12 days granted per year	11	13.58	250	9.70
14 days granted per year	1	1.23	8	0.31
30 days granted per year	2	2.47	455	17.66
Annual allownace varies with length of service	2	2.47	178	6.91
Annual allowance varies for different groups of employees	1	1.23	15	0.58
Annual cash payment plan	1	1.23	12	0.47
Paid sick leave exists, but annual allowance not specified or cannot be determined	7	8.64	228	8.85

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	42	51.85	839	32.56
Paid sick leave plan exists, but unused allowance not cumulative	9	11.11	421	16.34
14 days maximum accumulation	2	2.47	18	0.70
30 days maximum accumulation	2	2.47	53	2.06
36 days maximum accumulation	1	1.23	24	0.93
40 days maximum accumulation	1	1.23	50	1.94
60 days maximum accumulation	1	1.23	20	0.78
94 days maximum accumulation	1	1.23	10	0.39
98 days maximum accumulation	1	1.23	110	4.27
Maximum accumulation varies with service	3	3.70	593	23.01
Unused sick leave converted to cash at end of calendar year	16	19.75	393	15.25
Provision exists, but no details given	2	2.47	46	1.79

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,525	97.98
100% of unused sick leave paid to the employee	2	2.47	52	2.02

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	77	95.06	2,477	96.12
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	2	2.47	48	1.86
100% of unused sick leave paid to the employee on termination of his employment	2	2.47	52	2.02

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	55	67.90	1,910	74.12
12 weeks	1	1.23	40	1.55
13 weeks	1	1.23	20	0.78
15 weeks	3	3.70	281	10.90
26 weeks	4	4.94	32	1.24
31 weeks	1	1.23	5	0.19
Maximum duration of weekly sickness and accident indemnity varies with length of service	2	2.47	35	1.36
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	14	17.28	254	9.86

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	39	48.15	1,560	60.54
Amount of weekly indemnity expressed as a percent of wages	8	9.88	353	13.70
Amount of weekly indemnity varies with length of service	2	2.47	20	0.78
Welfare plan mentioned, but no details given	32	39.51	644	24.99

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	66	81.48	1,990	77.22
50% - employers contribution	4	4.94	280	10.87
65% - employers contribution	1	1.23	16	0.62
75% - employers contribution	4	4.94	70	2.72
100% - employers contribution	2	2.47	65	2.52
Provision exists, but not specified or cannot be determined	3	3.70	136	5.28
Other	1	1.23	20	0.78

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	64	79.01	1,440	55.88
$250 per week	1	1.23	20	0.78
60% of yearly salary	1	1.23	220	8.54
Plan mentioned but no details given	15	18.52	897	34.81

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	52	64.20	1,261	48.93
$141 for each month of service	1	1.23	20	0.78
Plan mentioned, no details given	28	34.57	1,296	50.29

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	79	97.53	2,422	93.99
Lump sum payment	2	2.47	155	6.01

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	63	77.78	2,130	82.65
35% - employers contribution	1	1.23	33	1.28
50% - employers contribution	5	6.17	144	5.59
67% - employers contribution	4	4.94	52	2.02
100% - employers contribution	2	2.47	115	4.46
Provision exists, but not specified or cannot be determined	4	4.94	53	2.06
Other	2	2.47	50	1.94

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,499	96.97
SUB benefits specified in agreement	1	1.23	78	3.03

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*80*	*98.77*	*2,557*	*99.22*
Trustee (either individual or corporate) or insurance company	*1*	*1.23*	*20*	*0.78*

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*76*	*93.83*	*2,419*	*93.87*
Severance payments specified in agreement	*3*	*3.70*	*145*	*5.63*
Provision exists, no details given	*2*	*2.47*	*13*	*0.50*

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*79*	*97.53*	*2,462*	*95.54*
Flat amount	*1*	*1.23*	*110*	*4.27*
Other	*1*	*1.23*	*5*	*0.19*

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*78*	*96.30*	*2,432*	*94.37*
4 weeks	*1*	*1.23*	*110*	*4.27*
12 weeks	*1*	*1.23*	*15*	*0.58*
Flat amount	*1*	*1.23*	*20*	*0.78*

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*78*	*96.30*	*2,432*	*94.37*
15 years of service	*1*	*1.23*	*15*	*0.58*
Other	*2*	*2.47*	*130*	*5.04*

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	80	98.77	2,569	99.69
Provision exists, no details given	1	1.23	8	0.31

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	81	100.00	2,577	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	71	87.65	2,265	87.89
1 week for each year of service	2	2.47	178	6.91
Flat amount	5	6.17	75	2.91
Provision exists, but no details given	2	2.47	37	1.44
Other	1	1.23	22	0.85

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	71	87.65	2,265	87.89
1 years of service	6	7.41	97	3.76
10 years of service	1	1.23	22	0.85
Provision exists, but no details given	3	3.70	193	7.49

PART V:

PUBLIC ADMINISTRATION

The Public Administration sector includes industries whose SIC (Standard Industrial Classification) numbers range from 8111 to 8411. This group is comprised of provincial and local administration, and other (non-federal) government offices. The data in this section is based on 89 collective agreements covering some 3,198 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision Regarding Union Membership as a Condition of Employment (Open Shop)	21	23.60	773	24.17
Closed Shop	6	6.74	97	3.03
Union Shop	55	61.80	2,074	64.85
Modified Union Shop (Compulsory membership for new employees, maintenance or non-maintenance of membership for others)	5	5.62	231	7.22
Maintenance of membership for present and future employees	2	2.25	23	0.72

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	11	12.36	425	13.29
Compulsory Check-off for all employees covered by the agreement (Rand Formula)	41	46.07	1,455	45.50
Compulsory only for Union members	30	33.71	1,242	38.84
Voluntary for all employees covered by the agreement	7	7.87	76	2.38

TABLE 3:

TERM OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	13	14.61	448	14.01
Irrevocable for one year	4	4.49	169	5.28
Irrevocable for term of agreement	3	3.37	389	12.16
Revocable at any time	1	1.12	10	0.31
Check-off provision exists, but term of authorization not specified	68	76.40	2,182	68.23

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	87	97.75	3,161	98.84
Employees have the right to refuse to cross picket lines	2	2.25	37	1.16

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	14	15.73	773	24.17
General statement of management rights	44	49.44	1,204	37.65
Enumerated list of management rights	31	34.83	1,221	38.18

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	30	33.71	864	27.02
60 calendar days	2	2.25	39	1.22
90 calendar days	4	4.49	269	8.41
180 calendar days	1	1.12	135	4.22
45 working days	2	2.25	71	2.22
60 working days	5	5.62	151	4.72
66 working days	1	1.12	109	3.41
88 working days	1	1.12	7	0.22
90 working days	4	4.49	69	2.16
2 months	1	1.12	10	0.31
3 months	6	6.74	91	2.85
6 months	17	19.10	749	23.42
8 months	1	1.12	5	0.16
10 months	2	2.25	14	0.44
12 months	10	11.24	589	18.42
Probationary period varies by occupation or classification	1	1.12	10	0.31
Provision exists, but length of probationary period not specified or cannot be determined	1	1.12	16	0.50

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	21	23.60	773	24.17
Company wide seniority	8	8.99	2,224	7.00
Plant-wide seniority - bargaining unit	31	34.83	814	25.45
Department seniority	8	8.99	214	6.69
Combination or plant-wide and job or classification seniority	2	2.25	138	4.32
Combination of plant-wide, department and or job or classification seniority	1	1.12	245	7.66
Seniority unit not specified or cannot be determined	17	19.10	490	15.32
Other	1	1.12	300	9.38

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	80	89.89	2,620	81.93
Special seniority for union officials	1	1.12	55	1.72
Retention of union seniority for union officials elected	8	8.99	523	16.35

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	19	21.35	549	17.17
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	43	48.31	1,421	44.43
Straight seniority if other factors are equal or sufficient	27	30.34	1,228	38.40

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	20	22.47	936	29.27
Straight seniority	23	25.84	1,000	31.27
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	33	37.08	815	25.48
Straight seniority if other factors are equal or sufficient	13	14.61	447	13.98

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	21	23.60	958	29.96
Straight seniority	18	20.22	1,113	34.80
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	36	40.45	705	22.05
Straight seniority if other factors are equal or sufficient	14	15.73	422	13.20

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	38	42.70	1,677	52.44
1 month	1	1.12	10	0.31
3 months	2	2.25	23	0.72
6 months	5	5.62	440	13.76
12 months	31	34.83	694	21 70
13 months	1	1.12	15	0.47
24 months	8	8.99	202	6.32
30 months	1	1.12	2	0.06
Combination of number of months and length of service	1	1.12	4	0.13
Reference to recall, but no mention of retention of recall or seniorty rights	1	1.12	131	4.10

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	33	37.08	1,384	43.28
Discharged for just cause	1	1.12	7	0.2
Termination of employment voluntarily	5	5.62	177	5.53
Failure to return to work following notification	2	2.25	51	1.59
Combination of discharged for just cause, voluntarily termination and failure to return when notified	47	52.81	1,544	48.28
Lay-off limits exceeded	1	1.12	35	1.09

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	82	92.13	2,719	85.02
Seniority bumping within same department	2	2.25	306	9.57
Seniority bumping within same occupational classification	2	2.25	14	0.44
Combination of bumping within same department or occupational classification	3	3.37	159	4.97

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	68	76.40	2,214	69.23
Seniority is retained for a period of up to and including six months	4	4.49	42	1.31
Seniority is retained for more than six months up to and including twelve months	5	5.62	147	4.60
Seniority is retained for more than twelve months up to and including eighteen months	1	1.12	13	0.41
Length not specified or indefinite	11	12.36	782	24.45

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	52	58.43	2,062	64.48
5 calendar days	1	1.12	17	0.53
10 calendar days	1	1.12	2	0.06
35 calendar days	1	1.12	20	0.63
5 working days	11	12.36	255	7.97
10 working days	12	13.48	159	4.97
15 working days	1	1.12	4	0.13
24 weeks	2	2.25	18	0.56
Length of notice varies with length of service	7	7.87	416	13.01
Provision exists, but length of notice not specified or cannot be determined	1	1.12	245	7.66

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	33	37.08	1,462	45.72
3 calendar days	2	2.25	121	3.78
5 calendar days	3	3.37	67	2.10
7 calendar days	8	8.99	327	10.23
10 calendar days	2	2.25	229	7.16
14 calendar days	1	1.12	110	3.44
15 calendar days	1	1.12	25	0.78
2 working days	1	1.12	7	0.22
3 working days	1	1.12	38	1.19
5 working days	6	6.74	320	10.01
10 working days	2	2.25	20	0.63
1 week	13	14.61	209	6.54
2 weeks	1	1.12	20	0.63
Provision exists, but posting period not specified or cannot be determined	15	16.85	243	7.60

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	42	47.19	1,184	37.02
Regular rate of the employee	2	2.25	255	7.97
New rate or regular rate of the employee, whichever is the higher at start of transfer	19	21.35	659	20.61
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	8	8.99	377	11.79
Rate of new occupation, at start of transfer	6	6.74	337	10.54
Rate of new occupation, only after specified period of time	4	4.49	169	5.28
Other	8	8.99	217	6.79

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	12	13.48	544	17.01
Employee only	25	28.09	756	23.64
Union representative only	4	4.49	154	4.82
Employee with or without union representative	37	41.57	1,147	35.87
Union only	4	4.49	255	7.97
Grievance committee only	5	5.62	292	9.13
Other	2	2.25	50	1.56

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	23	25.84	664	20.76
2 calendar days	1	1.12	60	1.88
3 calendar days	2	2.25	57	1.78
4 calendar days	2	2.25	38	1.19
5 calendar days	6	6.74	99	3.10
7 calendar days	10	11.24	83	2.60
10 calendar days	6	6.74	252	7.88
14 calendar days	3	3.37	393	12.29
30 calendar days	1	1.12	245	7.66
2 working days	1	1.12	10	0.31
3 working days	5	5.62	95	2.97
5 working days	10	11.24	240	7.50
7 working days	3	3.37	95	2.97
10 working days	3	3.37	91	2.85
14 working days	1	1.12	19	0.59
15 working days	1	1.12	7	0.22
20 working days	2	2.25	514	16.07
1 week	1	1.12	12	0.38
Not specified explicitly	8	8.99	224	7.00

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	73	82.02	2,391	74.77
Number of steps in the grievance is reduced	15	16.85	562	17.57
Combination of reduction of steps and/or duration of delays reduced	1	1.12	245	7.66

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	58	65.17	1,800	56.29
Union officials receive time-off without loss of pay for grievance work during regular hours of work	23	25.84	1,224	38.27
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	4	4.49	67	2.10
Time-off without loss of pay, but does not state whether during working hours or other	2	2.25	32	1.00
Other	2	2.25	75	2.35

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	62	69.66	1,834	57.35
Compensation limited to regular hours of work	25	28.09	1,355	42.37
Compensation is for a specific number of hours	1	1.12	7	0.22
No compensation	1	1.12	2	0.06

TABLE 25:

ARBITRATION-NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	13	14.61	571	17.85
Single Arbitrator	12	13.48	611	19.11
Panel/board of Arbitration	43	48.31	829	25.92
Single or board of Arbitration	21	23.60	1,187	37.12

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	44	49.44	1,729	54.07
Appeal of discharge after dismissal	14	15.73	729	22.80
Reimbursement if exonerated after suspension	6	6.74	139	4.35
Combination of appeal of discharge and reimbursement if exonerated	25	28.09	601	18.79

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	12	13.48	589	18.42
5 days per week	50	56.18	1,074	33.58
Irregular work week	12	13.48	403	12.60
Work days vary for different groups of employees	13	14.61	1,102	34.46
Work days not specified or cannot be determined	2	2.25	30	0.94

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	14	15.73	610	19.07
7 hours per day	3	3.37	39	1.22
7 hours and 30 minutes per day	1	1.12	20	0.63
8 hours per day	40	44.94	1,005	31.43
8 hours and 30 minutes per day	1	1.12	5	0.16
9 hours and 45 minutes per day	1	1.12	19	0.59
12 hours per day	4	4.49	48	1.50
14 hours per day	2	2.25	16	0.50
Irregular daily hours	1	1.12	135	4.22
Daily hours vary for different groups of employees	17	19.10	1,189	37.18
Daily hours change during term of agreement	2	2.25	69	2.16
Number of hours per day not specified or cannot be determined	3	3.37	43	1.34

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	12	13.48	694	21.70
35 hours per week	2	2.25	35	1.09
40 hours per week	45	50.56	961	30.05
42 hours per week	2	2.25	111	3.47
42 hours and 30 minutes per week	1	1.12	5	0.16
56 hours per week	1	1.12	6	0.19
Irregular work hours	8	8.99	280	8.76
Weekly hours vary for different groups of employees	15	16.85	1,075	33.61
Weekly hours change during term of agreement	1	1.12	8	0.25
Number of hours per day not specified or cannot be determined	2	2.25	23	0.72

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	16	17.98	751	23.48
1 shift 5 days per week	27	30.34	619	19.36
1 shift 7 days per week	2	2.25	18	0.56
2 shifts 5 days per week	1	1.12	37	1.16
2 shifts 7 days per week	5	5.62	109	3.41
3 shifts 5 days per week	3	3.37	65	2.03
3 shifts 6 days per week	1	1.12	10	0.31
3 shifts 7 days per week	29	32.58	1,253	39.18
4 shifts 7 days per week	2	2.25	21	0.66
Other	3	3.37	315	9.85

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	18	20.22	554	17.32
Time and one-half	66	74.16	2,392	74.80
Time and one-half followed by a higher rate	4	4.49	242	7.57
Double time	1	1.12	10	0.31

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	18	20.22	488	15.26
Time and one-half	66	74.16	2,458	76.86
Time and one-half followed by a higher rate	4	4.49	242	7.57
Double time	1	1.12	10	0.31

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	45	50.56	1,689	52.81
Time and one-half	38	42.70	1,274	39.84
Time and one-half followed by a higher rate	2	2.25	189	5.91
Double time	4	4.49	46	1.44

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	35	39.33	1,214	37.96
Time and one-half	15	16.85	409	12.79
Time and one-half followed by a higher rate	1	1.12	54	1.69
Double time	38	42.70	1,521	47.56

TABLE 37:

TIME OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	60	67.42	1,297	40.56
Time-off in lieu of overtime pay	24	26.97	1,715	53.63
Banking of overtime credits for cumulative time-off	1	1.12	20	0.63
Combination of time-off in lieu and/or banking of overtime credits	4	4.49	166	5.19

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	83	93.26	2,763	86.40
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	3	3.37	70	2.19
Overtime is mandatory in cases of emergency	1	1.12	55	1.72
Overtime mandatory-specific provision	2	2.25	310	9.69

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	66	74.16	1,929	60.32
Overtime is equitably distributed among employees on a plant-wide basis	4	4.49	156	4.88
Overtime is equitably distributed among employees within a department	2	2.25	373	11.66
Overtime is equitably distributed among employees within an occupational and/or wage bracket, etc.	9	10.11	123	3.85
Combination of plan-wide, occupation and/or wage bracket, etc.	2	2.25	72	2.25
Combination of department, occupation and/or wage bracket, etc.	2	2.25	435	13.60
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	3	3.37	90	2.81
Overtime is equitably distributed but basis is impossible to determine	1	1.12	20	0.63

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	87	97.75	3,181	99.47
25 cents per hour	2	2.25	17	0.53

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	3,191	99.78
$.25 per hours	1	1.12	7	0.22

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	72	80.90	2,128	66.54
2.5 cents per hour	2	2.25	255	7.97
15 cents per hour	4	4.49	88	2.75
20 cents per hour	2	2.25	208	6.50
21 cents per hour	2	2.25	8	0.25
25 cents per hour	4	4.49	173	5.41
30 cents per hour	1	1.12	300	9.38
2 dollars per shift	1	1.12	18	0.56
Provision exists, but amount of premium not specified	1	1.12	20	0.63

TABLE 43:

SHIFT PREMIUM - (THIRD PARTY)

	Agts		Emps	
	#	%	#	%
No Provision	74	83.15	2,223	69.51
3 cents per hour	2	2.25	255	7.97
20 cents per hour	3	3.37	210	6.57
21 cents per hour	1	1.12	6	0.19
25 cents per hour	2	2.25	17	0.53
26 cents per hour	1	1.12	2	0.06
30 cents per hour	3	3.37	448	14.01
50 cents per hour	1	1.12	15	0.47
3 dollars per shift	1	1.12	18	0.56
4 dollars and 70 cents per shift	1	1.12	4	0.13

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	3,187	99.66
1% of wages	1	1.12	11	0.34

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*87*	*97.75*	*3,123*	*97.65*
10 cents per hour	*1*	*1.12*	*55*	*1.72*
20 cents per hour	*1*	*1.12*	*20*	*0.63*

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*86*	*96.63*	*2,808*	*87.80*
10 cents per hour	*1*	*1.12*	*55*	*1.72*
30 cents per hour	*1*	*1.12*	*300*	*9.38*
Other	*1*	*1.12*	*35*	*1.09*

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT FOR EARNINGS

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*89*	*100.00*	*3,198*	*100.00*

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*86*	*96.63*	*3,077*	*96.22*
Four hours of work	*2*	*2.25*	*12*	*0.38*
Eight hours of work	*1*	*1.12*	*109*	*3.41*

TABLE 49:

CALL - IN (BACK) PAY GUARANTEE

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*24*	*26.97*	*638*	*19.95*
Straight time for 2 hours	*2*	*2.25*	*26*	*0.81*
Straight time for 3 hours	*3*	*2.25*	*14*	*0.44*
Straight time for 3 hours (time and one-half)	*1*	*1.12*	*6*	*0.19*

TABLE 49:

CALL - IN (BACK) PAY GUARANTEE (CONT'D)

	Agts		Emps	
	#	%	#	%
Straight time for 3 hours (applicable overtime rate)	2	2.25	17	0.53
Straight time for 4 hours	12	13.48	528	16.51
Straight time for 4 hours (time and one-half)	9	10.11	196	6.13
Straight time for 4 hours (double time)	1	1.12	50	1.56
Straight time for 4 hours (applicable overtime rate)	1	1.12	7	0.22
Straight time for 5 hours	1	1.12	10	0.31
Time and one-half for 2 hour	4	4.49	52	1.63
Time and one-half for 3 hours	9	10.11	399	12.48
Time and one-half for 4 hours	9	10.11	316	9.88
Double time for 4 hours	1	1.12	135	4.22
Applicable overtime rate for 0 hours	2	2.25	32	1.00
Applicable overtime rate for 2 hours	1	1.12	38	1.19
Applicable overtime rate for 3 hours	4	4.49	333	10.41
Applicable overtime rate for 4 hours	4	4.49	401	12.54

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	73	82.02	2,100	65.67
Two hours pay or less	1	1.12	4	0.13
More than four hours pay	2	2.25	341	10.66
Flat amount per hour	1	1.12	128	4.00
Flat amount per day	2	2.25	38	1.19
Stand-by at applicable overtime rate	2	2.25	70	2.19
Other	8	8.99	517	16.17

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	83	93.26	2,965	92.71
Compensation for full shift - weather conditions	4	4.49	113	3.53
Compensation for one-half shift - weather conditions	1	1.12	11	0.34
Other	1	1.12	109	3.41

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	85	95.51	3,085	96.47
Paid travel time	2	2.25	31	0.97
Paid transportation or allowance	1	1.12	73	2.28
Other	1	1.12	9	0.28

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	31,98	100.00

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	84	94.38	3,143	98.28
Paid travel time	2	2.25	13	0.41
Paid transportation or allowance	3	3.37	42	1.31

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	80	89.89	2,898	90.62
Travel pay provision	1	1.12	10	0.31
Transportation allowance	5	5.62	254	7.94
Any combination of travel, pay, meal, lodging, transportation and/or daily allowance	3	3.37	36	1.13

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	76	85.39	2,781	86.96
25 cents per mile	1	1.12	135	4.22
26 cents per mile	1	1.12	38	1.19
34 cents per mile	1	1.12	20	0.63
36 cents per mile	1	1.12	73	2.28
38.2 cents per mile	1	1.12	6	0.19
39 cents per mile	1	1.12	6	0.19
Varies with distance	1	1.12	28	0.88
Other	6	6.74	111	3.47

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	14	15.73	732	22.89
7 full holidays	1	1.12	10	0.31
8 full holidays	4	4.49	30	0.94
9 full holidays	10	11.23	150	4.70
9 full holidays and 1 half holiday	1	1.12	17	0.53
10 full holidays	18	20.22	226	7.07
10 full holidays and 1 half holiday	3	3.37	390	12.20
10 full holidays and 5 half holidays	1	1.12	135	4.22
11 full holidays	20	22.47	936	29.27
11 full holidays and 1 half holiday	1	1.12	214	6.69
11 full holidays and 2 half holidays	5	5.62	97	3.03
12 full holidays	5	5.62	106	3.31
12 full holidays and 1 half holiday	1	1.12	38	1.19
12 full holidays and 2 half holidays	3	3.37	80	2.50
13 full holidays	1	1.12	35	1.09
Provision exists but number of paid holidays not specified or cannot be determined	1	1.12	2	0.06

TABLE: 58

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	3,188	99.69
3 calendar days	1	1.12	10	0.31

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	64	71.91	2,035	63.63
Employee must have worked the last scheduled working day before	1	1.12	55	1.72
Employee must have worked the next scheduled working day after	1	1.12	4	0.13
Employee must have worked both the last working day before and the next working day after	21	23.60	1,069	33.43
Employee must have worked either the last working day before or the next working day after	2	2.25	35	1.09

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	50	56.18	1,434	44.84
Working day off with pay	7	7.87	127	3.97
Extra days pay	1	1.12	7	0.22
Working day off or extra days pay	14	15.73	512	16.01
Observe on following Monday, preceeding Friday or day proclaimed by government	17	19.10	1,118	34.96

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	51	57.30	1,445	45.18
Working day off with pay	7	7.87	127	3.97
Extra days pay	1	1.12	7	0.22
Working day off or extra pay	12	13.48	477	14.92
Observe on following Monday, preceeding Friday or day proclaimed by government	18	20.22	1,142	35.71

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	29	32.58	997	31.18
Straight time	11	12.36	381	11.91
Straight time followed by time and one-half	1	1.12	2	0.06
Time and one-half	20	22.47	920	28.77
Time and one-half followed by double time, followed by double time and one-half	1	1.12	4	0.13
Double time	22	24.72	749	23.42
Provision exists, but amount of pay not specified or cannot be determined	2	2.25	121	3.78
Other	3	3.37	24	0.75

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	3,182	99.50
Double time followed by double time and one-half	1	1.12	16	0.50

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	31	34.83	1,000	31.27
Any provision conferring any right for the employee to select his vacation	57	64.04	2,063	64.51
Combination of shut down and/or any right for the employee to select his vacation	1	1.12	135	4.22

TABLE 66:

PAID VACATIONS (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	12	13.48	536	16.76
1 year of service	42	47.19	1,132	35.40
2 years of service	8	8.99	683	21.36
3 years of service	9	10.11	376	11.76
4 years of service	3	3.37	266	8.32
5 years of service	8	8.99	120	3.75
6 years of service	2	2.25	17	0.53
7 years of service	1	1.12	17	0.53
10 years of service	2	2.25	12	0.38
Length of service varies for different groups of employees	1	1.12	20	0.63
Length of service specified as hours, shifts, days or weeks worked	1	1.12	19	0.59

TABLE 67:

PAID VACATION (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	12	13.48	519	16.23
1 year of service	2	2.25	136	4.25
4 years of service	1	1.12	33	1.03
5 years of service	10	11.24	151	4.72
7 years of service	5	5.62	133	4.16
8 years of service	4	4.49	101	3.16
9 years of service	4	4.49	202	6.32
10 years of service	20	22.47	406	12.70
11 years of service	1	1.12	7	0.22
12 years of service	9	10.11	447	13.98
13 years of service	5	5.62	85	2.66
14 years of service	1	1.12	19	0.59
15 years of service	11	12.36	664	20.76
20 years of service	1	1.12	245	7.66
Length of service varies for different groups of employees	2	2.24	31	0.97
Length of service specified as hours, shifts, days or weeks worked	1	1.12	19	0.59

TABLE 68:

PAID VACATION - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	33	37.08	1,051	32.86
10 years of service	2	2.25	15	0.47
12 years of service	8	8.99	140	4.38
14 years of service	1	1.12	135	4.22
15 years of service	12	13.48	342	10.69

TABLE 68:

PAID VACATIONS - FIVE WEEKS (CONT'D)

	Agts		Emps	
	#	%	#	%
17 years of service	1	1.12	10	0.31
18 years of service	3	3.37	51	1.59
20 years of service	24	26.97	1,185	37.05
25 years of service	4	4.49	249	7.79
Length of service varies for different groups of employees	1	1.12	20	0.63

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	73	82.02	2,331	72.89
15 years of service	1	1.12	10	0.31
20 years of service	9	10.11	167	5.22
25 years of service	4	4.49	416	13.01
30 years of service	1	1.12	214	6.69
35 years of service	1	1.12	60	1.88

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	84	94.38	2,827	88.40
25 years of service	3	3.37	11	0.34
31 years of service	1	1.12	300	9.38
45 years of service	1	1.12	60	1.88

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	3,187	99.66
30 years of service	3	3.37	11	0.34

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	3,187	99.66
Other	3	3.37	11	0.34

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	72	80.90	2,531	79.14
With limit	9	10.11	444	13.88
Carry-over specifically prohibited	8	8.99	223	6.97

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	83	93.26	3,116	97.44
Vacation extended at regular intervals of years service	1	1.12	19	0.59
Vacation extended in certain anniversary employment years	1	1.12	19	0.59
Vacation extended if regular allowance taken in specified period of time of year	1	1.12	10	0.31
Other	3	3.37	34	1.06

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	84	94.38	3,163	98.91
Provision for vacation bonus	1	1.12	4	0.13
Provision for year end bonus or Christmas bonus	4	4.49	31	0.97

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	38	42.70	1,375	43.00
Another working day off with pay	42	47.19	1,608	50.28
Either working day off with pay or extra days pay	9	10.11	215	6.72

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	82	92.13	2,441	76.33
Provision exists	7	7.87	757	23.67

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	18	20.22	533	16.67
3 days	42	47.19	1,634	51.09
4 days	6	6.74	110	3.44
5 days	12	13.48	748	23.39
Not specified or cannot be determined	2	2.25	57	1.78
Other	9	10.11	116	3.63

TABLE 79:

PAY FOR LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	48	53.93	1,195	37.37
1 day	29	32.58	1,471	46.00
2 days	4	4.49	395	12.35
3 days	6	6.74	96	3.00
Other	2	2.25	41	1.28

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	87	97.75	2,946	92.12
1 day	1	1.12	38	1.19
3 days	1	1.12	214	6.69

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	2,828	88.43
1 day	3	3.37	370	11.57

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	52	58.43	1,238	38.71
Employee receives the difference between regular pay and jury fees	21	23.60	1,106	34.58
Employee receives part of the difference between regular pay and jury fees	1	1.12	110	3.44
Employee receives a fixed amount	5	5.62	199	6.22
Employee receives regular pay	2	2.25	110	3.44
Other	8	8.99	435	13.60

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	75	84.27	2,310	72.23
Employee receives regular pay	7	7.87	128	4.00
Employee receives a percentage of regular pay	1	1.12	135	4.22
Provision exists, but no mention whether leave is paid or unpaid	3	3.37	162	5.07
Unpaid leave of absence	1	1.12	109	3.41
Leave of absence for writing examinations, whether paid or unpaid	2	2.25	354	11.07

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	28	31.46	686	21.45
Provision for unpaid leave of absence	28	31.46	623	19.48
Provision for paid leave of absence (whole or in part)	28	31.46	1,501	46.94
Provision for leave of absence, but not mentioned if paid or unpaid	4	4.49	377	11.79
Other	1	1.12	11	0.34

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	56	62.92	2,014	62.98
4 months	1	1.12	5	0.16
6 months	11	12.36	120	3.75
12 months	1	1.12	73	2.28
24 months	1	1.12	38	1.19
Less than one month	1	1.12	135	4.22
Unspecified or cannot be determined	18	20.22	813	25.42

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	70	78.65	2,397	74.95
Provision	19	21.35	801	25.05

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	77	86.52	2,407	75.27
1 month of serivce the employee must complete to qualify for maternity leave	1	1.12	135	4.22
6 months of service the employee must complete to qualify for maternity leave	1	1.12	16	0.50
12 months of service the employee must complete to qualify for maternity leave	9	10.11	505	15.79
Other	1	1.12	135	4.22

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	78	87.64	2,423	75.77
17 weeks granted for maternity leave	4	4.49	467	14.60
20 weeks granted for maternity leave	5	5.62	64	2.00
Provision exists, but length or leave not specified or cannot be determined	1	1.12	109	3.41
Other	1	1.12	135	4.22

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	77	86.52	2,407	75.27
Seniority retained up to the maternity leave begins	9	10.11	636	19.89
Seniority accumulates during entire maternity leave	1	1.12	4	0.13
Other	2	2.25	151	4.72

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	77	86.52	2,407	75.27
Leave of absence with loss of pay	10	11.24	640	20.01
Other	2	2.25	151	4.72

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	64	71.91	2,095	65.51
Paid meal period	9	10.11	187	5.85
Employee works beyond his scheduled hours or for special circumstances	15	16.85	897	28.05
Provision exists, but no details given	1	1.12	19	0.59

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	81	91.01	2,933	91.71
One period of 5 minutes duration	1	1.12	15	0.47
Two periods of 5 minutes duration	7	7.87	250	7.82

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	73	82.02	2,537	79.33
Twice a day 15 minutes	1	1.12	109	3.41
Twice a day 20 minutes	2	2.25	69	2.16
Twice a day 30 minutes	12	13.48	473	14.79
Three times a day 45 minutes	1	1.12	10	0.31

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	32	35.96	1,141	35.68
Work clothing and uniform provided by employer at no cost to employee	19	21.35	677	21.17
Work clothing replaced at no cost to employee	1	1.12	109	3.41
Monetary allowance provided for purchase of work clothing	3	33.37	50	1.56
Provided and replaced by employer	12	13.48	328	10.26
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	22	24.72	893	27.92

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	45	50.56	1,349	42.18
Safety equipment supplied at no cost to employee	21	23.60	1,232	38.52
Provided and replaced by employer	9	10.11	172	5.38
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	14	15.73	445	13.91

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	84	94.38	2,852	89.18
Tools supplied at no cost to employee	3	3.37	326	10.19
Provided and replaced by employer	2	2.25	20	0.63

TABLE 99:

TRAINING OR RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	60	67.42	2,090	65.35
Training on the job	17	19.10	576	18.01
Tuition and financial assistance	6	6.74	171	5.35
Combination of training on the job and/or tuition and financial assistance	3	3.37	156	4.88
Provision exists, but no details given	2	2.25	195	6.10
Other	1	1.12	10	0.31

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	62	69.66	1,888	59.04
Provision exists for safety program	12	13.48	192	6.00
Safety committee	8	8.99	615	19.23
Combination of safety program, safety committee and/or pay for safety committee	7	7.87	503	15.73

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	73	82.02	2,333	72.95
$200.00 per year	1	1.12	4	0.13
$250.00 per year	1	1.12	73	2.28
$300.00 per year	1	1.12	55	1.72
$400.00 per year	1	1.12	35	1.09
$480.00 per year	2	2.25	266	8.32
$500.00 per year	2	2.25	18	0.56
$800.00 per year	2	2.25	25	0.78
$1000.00 per year	2	2.25	96	3.00
Other	4	4.49	293	9.16

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	63	70.79	2,376	74.30
Legal defence provided - 3rd party action	26	29.21	822	25.70

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	3,089	96.59
Moonlighting permitted - no moonlighting if such work interferes with regular work of employees	1	1.12	109	3.41

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	66	74.16	2,639	82.52
Contracting out prohibited	14	15.73	347	10.85
Employer cannot contract-out work which will lead to lay-off or failure to recall members or bargaining unit	7	7.87	176	5.50
Prohibited except on specialized jobs	1	1.12	20	0.63
Other	1	1.12	16	0.50

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	81	91.01	3,049	95.34
Wage re-opener	5	5.62	93	2.91
Non-wage re-opener clause only	1	1.12	35	1.09
Combination of wage re-opener and/or non-wage re-opener only	2	2.25	21	0.66

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	82	92.13	2,675	83.65
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	7	7.87	523	16.35

TABLE 107:

LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	24	26.97	781	24.42
Provision exists	65	73.03	2,417	75.58

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	44	49.44	1,745	54.57
Provision exists	45	50.56	1,453	45.43

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	20	22.47	695	21.73
Union membership	3	3.37	40	1.25
Race, religion, sex, age	1	1.12	214	6.69
Race, religion, union membership	3	3.37	25	0.78
Race, religion, union membership, sex	7	7.87	127	3.97
Race, religion, union membership, age	1	1.12	25	0.78
Race, regligion, union membership, sex, age	5	5.62	177	5.53
Race, religion, nationality, union membership, sex, age	6	6.74	159	4.97
Race, religion, union membership, sex, marital status	1	1.12	10	0.31
Race, religion, nationality, union membership, sex, age, marital status	24	26.97	1,263	39.49
Race, religion, nationality, union membership, marital status	1	1.12	38	1.19
Race, religion, nationality, union membership, sex, marital status	17	19.10	425	13.29

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	38	42.70	1,234	38.59
Compensation payable is the difference between worker's compensation and regular salary	36	40.45	1,388	43.40
Compensation while injured employee claim is being settled by Worker's Compensation Board	1	1.12	135	4.22
Other form of supplementary payment	1	1.12	11	0.34
Full compensation by employer, when off work due to injury on the job	1	1.12	10	0.31
Provision exists, no details given	12	13.48	420	13.13

TABLE 112:

PART-TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	78	87.64	2,969	92.84
5 days per week	1	1.12	11	0.34
Irregular hours	1	1.12	11	0.34
Provision exists, no details given	9	10.11	207	6.47

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	78	87.64	2,969	92.84
Irregular hours	1	1.12	11	0.34
Provision exists, no details given	10	11.24	218	6.82

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	78	87.64	2,969	92.84
Irregular hours	1	1.12	11	0.34
Provision exists, no details given	10	11.24	218	6.82

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*86*	*96.63*	*3,107*	*97.15*
Provision for health and welfare benefits	*1*	*1.12*	*11*	*0.34*
Provision for sick leave benefits	*1*	*1.12*	*73*	*2.28*
Provision exists, but no details given	*1*	*1.12*	*7*	*0.22*

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*81*	*91.01*	*3,024*	*94.56*
Pro-rated vacation for part-timers	*8*	*8.99*	*174*	*5.44*

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*82*	*92.13*	*2,953*	*92.34*
Pro-rated paid statutory holidays	*6*	*6.74*	*136*	*4.25*
Provision exists, detail not specified or cannot be determined	*1*	*1.12*	*109*	*3.41*

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*87*	*97.75*	*3,178*	*99.37*
Special seniority - provision for part-time worker (include opportunity for full-time work after part-time employment)	*1*	*1.12*	*10*	*0.31*
Other	*1*	*1.12*	*10*	*0.31*

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	89	100.00	3,198	100.00

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No provision	84	94.38	2,839	88.77
3 months	1	1.12	11	0.34
6 months	3	3.37	328	10.26
Provision exists, but no details given	1	1.12	20	0.63

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	85	95.51	2,995	93.65
Provision exists	4	4.49	203	6.35

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	2,730	85.37
Displaced employees provided with on the job training opportunity on new equipment	1	1.12	135	4.22
Displaced employees provided with on the job training opportunity for other job	2	2.25	333	10.41

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	2,743	85.77
6 months	2	2.25	435	13.60
Provision exists, indefinite or period not specified	1	1.12	20	0.63

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	3,160	98.81
Some form of wage or employment guarantee - other than S.U.B. or severance pay	1	1.12	38	1.19

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.0

TABLE 131:

BASIC MEDICARE - EMPLOYER CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	36	40.45	967	30.24
50 percent - employer contribution	32	35.96	1,951	61.01
75 percent - employer contribution	2	2.25	15	0.47
100 percent - employer contribution	7	7.87	57	1.78
500 percent - employer contribution	1	1.12	16	0.50
Provision exists, but not specified or cannot be determined	11	12.36	192	6.00

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	81	91.01	2,876	89.93
50 percent - employer contribution	4	4.49	247	7.72
75 percent - employer contribution	1	1.12	10	0.31
Provision exists, but not specified or cannot be determined	3	3.37	65	2.03

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT-EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidental delth and dismemberment insurance plan	80	89.89	3,052	95.43
5 percentage of premium paid by employer	1	1.12	35	1.09
50 percentage of premium paid by employer	4	4.49	45	1.41
100 percentage of premium paid by employer	2	2.25	20	0.63
Amount of employer contribution not specified or cannot be determined	2	2.25	46	1.44

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	81	91.01	3,062	95.75
$9,992	1	1.12	13	0.41
$9,998	1	1.12	10	0.31
Amount of benefits varies with income	2	2.25	47	1.47
Amount of benefits not specified or cannot be determined	4	4.49	66	2.06

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	49	55.06	1,486	46.47
$1,050	1	1.12	10	0.31
$5,000	1	1.12	12	0.38
$9,999	1	1.12	135	4.22
$10,000	1	1.12	61	1.91
$20,000	1	1.12	60	1.88
$75,000	2	2.25	18	0.56
Amount of benefits varies with income	2	2.25	48	1.50
Amount of benefit changes during term of agreement	1	1.12	300	9.38
Amount of benefits not specified or cannot be determined	30	33.71	1,068	33.40

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	13	14.61	614	19.20
8 days granted per year	2	2.25	15	0.47
12 days granted per year	1	1.12	2	0.06
15 days granted per year	13	14.61	149	4.66
18 days granted per year	26	29.21	977	30.55

TABLE 136:

AMOUNT OF SICK LEAVE (CONT'D)

	Agts		Emps	
	#	%	#	%
20 days granted per year	7	7.87	57	1.78
21 days granted per year	1	1.12	20	0.63
24 days granted per year	1	1.12	10	0.31
30 days granted per year	14	15.73	801	25.05
36 days granted per year	2	2.25	20	0.63
Annual allowance varies with length of service	1	1.12	38	1.19
Paid sick leave exists, but annual allowance not specified or cannot be determined	8	8.99	495	15.48

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	18	20.22	833	26.05
15 days maximum accumulation	1	1.12	10	0.31
30 days maximum accumulation	2	2.25	14	0.44
35 days maximum accumulation	1	1.12	7	0.22
60 days maximum accumulation	1	1.12	4	0.13
75 days maximum accumulation	2	2.25	65	2.03
80 days maximum accumulation	3	3.37	11	0.34
85 days maximum accumulation	2	2.25	47	1.47
90 days maximum accumulation	4	4.49	54	1.69
96 days maximum accumulation	2	2.25	29	0.91
100 days maximum accumulation	2	2.25	115	3.60
115 days maximum accumulation	1	1.12	20	0.63
120 days maximum accumulation	3	3.37	53	1.66
130 days maximum accumulation	4	4.49	66	2.06
150 days maximum accumulation	10	11.24	677	21.17
162 days maximum accumulation	2	2.25	60	1.88
170 days maximum accumulation	2	2.25	6	0.19
180 days maximum accumulation	13	14.61	190	5.94
182 days maximum accumulation	2	2.25	20	0.63
200 days maximum accumulation	1	1.12	15	0.47
260 days maximum accumulation	7	7.87	674	21.08
300 days maximum accumulation	1	1.12	4	0.13
Maximum accumulation varies with service	1	1.12	20	0.63
Unlimited accumulation, or maximum cannot be determined	2	2.25	71	2.22
Provision exists, but not details given	2	2.25	133	4.16

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	57	64.04	2,112	66.04
1.8 percent of unused sick leave paid to the employee	1	1.12	54	1.69
20 percent of unused sick leave paid to the employee	1	1.12	9	0.28
25 percent of unused sick leave paid to the employee	1	1.12	20	0.63
40 percent of unused sick leave paid to the employee	3	3.37	80	2.50
50 percent of unused sick leave paid to the employee	16	17.98	803	25.11
100 percent of unused sick leave paid to the employee	5	5.62	71	2.22
213 days	1	1.12	5	0.16
218 days	1	1.12	10	0.31
Percentage of unused sick leave paid varies with years of service	2	2.25	30	0.94
Provision exists for payment on retirement, but percentage paid not specified or cannot be determined	1	1.12	4	0.13

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	77	86.52	2,789	87.21
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	1	1.12	13	0.41
20 percent of unused sick leave paid to the employee on termination of his employment	1	1.12	9	0.28
25 percent of unused sick leave paid to the employee on termination of his employment	1	1.12	20	0.63
40 percent of unused sick leave paid to the employee on termination of his employment	1	1.12	55	1.72
50 percent of unused sick leave paid to the employee on termination of his employment	6	6.74	291	9.10
100 percent of unused sick leave paid to the employee on termination of his employment	1	1.12	10	0.31
Percentage of unused sick leave paid varies with years of service	1	1.12	11	0.34

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	2,898	90.62
Other	1	1.12	300	9.38

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	83	93.26	3,030	94.75
7 weeks	1	1.12	35	1.09
20 weeks	1	1.12	12	0.38
Maximum duration of weekly sickness and accident indemnity varies with length of service	1	1.12	110	3.44
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	3	3.37	11	0.34

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	82	92.13	3,018	94.37
$276 per week	1	1.12	12	0.38
Welfare plan mentioned, but no details given	5	5.62	58	1.81
Other	1	1.12	110	3.44

TABLE 143:

LONG TERM DISABILITY - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	75	84.27	2,624	82.05
50 percent - employers contribution	7	7.87	416	13.01
Provision exists, but not specified or cannot be determined	7	7.87	158	4.94

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	74	83.15	2,610	81.61
67 percent of yearly salary	1	1.12	10	0.31
60 percent of monthly salary	2	2.25	47	1.47
67 percent of monthly salary	1	1.12	10	0.31
Plan mentioned but no details given	11	12.36	521	16.29

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	45	50.56	1,934	60.48
Plan mentioned, no details given	40	44.94	1,192	37.27
Other	4	4.49	72	2.25

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	83	93.26	2,426	75.86
70 percent of yearly salary	1	1.12	131	4.10
100 percent of yearly salary	2	2.25	459	14.35
Lump sum payment	3	3.37	182	5.69

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	2,927	91.53
$500	1	1.12	135	4.22
$700	1	1.12	131	4.10
$1000	1	1.12	5	0.16

TABLE 148:

DEATH PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	76	85.39	2,827	88.40
50 percent - employers contribution	11	12.36	356	11.13
75 percent - employers contribution	2	2.25	15	0.47

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	83	93.26	3,106	97.12
Trustees (either individual or corporate) or insurance company	3	3.37	58	1.81
Provision exists, but no details	3	3.37	34	1.06

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	88	98.88	3,178	99.37
Sub benefits specified in agreement	1	1.12	20	0.63

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	3,156	98.69
Severance payments specified in agreement	3	3.37	42	1.31

TABLE 155:

SEVERANCE PLANS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	3,156	98.69
1 week for each year of service	2	2.25	32	1.00
Other	1	1.12	10	0.31

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	3,156	98.69
1 week	1	1.12	10	0.31
Flat amount	2	2.25	32	1.00

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	31,98	100.00

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	89	100.00	3,198	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	86	96.63	3,118	97.50
Provision exists, but no details given	1	1.12	60	1.88
Other	2	2.25	20	0.63

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	82	92.13	3,035	94.90
5 years of service	3	3.37	67	2.10
10 years of service	2	2.25	16	0.50
20 years of service	1	1.12	20	0.63
Provision exists, but no details given	1	1.12	60	1.88

PART VI:

TRANSPORTATION,
COMMUNICATION
AND OTHER UTILITIES

The Transportation sector includes industries whose SIC (Standard Industrial Classification) numbers range from 4511 to 4999. This group is comprised of industries who offer services in the fields of transportation (air, railway, water, bus, taxi-cab, truck) storage, communication (radio, telephone, television) and utilities (electric power, gas, water). The data in this section is based on 27 collective agreements covering some 4,776 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	7	25.93	2,619	54.84
Union shop	13	48.15	806	16.88
Modified union shop (compulsory membership for new employees maintenance or non-maintenance of membership for others)	7	25.93	1,351	28.29

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	3	11.11	95	1.99
Compulsory check-off for all employees covered by the agreement (Rand Formula)	14	51.85	4,301	90.05
Compulsory only for Union members	8	29.63	348	7.29
Voluntary for old employees, compulsory for new (Modified Rand Formula)	1	3.70	12	0.25
Voluntary for all employees covered by the agreement	1	3.70	20	0.42

TABLE 3:

TERM OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	2	7.41	12	0.25
Irrevocable for term of agreement	2	7.41	125	2.62
Irrevocable for term of agreement and any renewal	1	3.70	1,010	21.15
Check-off provision exists, but term of authorization not specified	22	81.48	3,629	75.98

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,458	93.34
Provision respecting the scope of the work	1	3.70	318	6.66

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	*24*	*88.89*	*4,739*	*99.23*
Employees have the right to refuse to cross picket lines	*3*	*11.11*	*37*	*0.77*

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	*6*	*22.22*	*2,382*	*28.94*
General statement of management rights	*9*	*33.33*	*2,645*	*55.38*
Enumerated list of management rights	*12*	*44.44*	*749*	*15.68*

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	*7*	*25.93*	*2,847*	*59.61*
60 calendar days	*2*	*7.41*	*97*	*2.03*
90 calendar days	*3*	*11.11*	*120*	*2.51*
25 working days	*1*	*3.70*	*19*	*0.40*
30 working days	*2*	*7.41*	*85*	*1.78*
45 working days	*1*	*3.70*	*0*	*0.00*
60 working days	*4*	*14.81*	*177*	*3.71*
90 working days	*1*	*3.70*	*12*	*0.25*
120 working days	*1*	*3.70*	*318*	*6.66*
2 months	*2*	*7.41*	*44*	*0.92*
3 months	*1*	*3.70*	*35*	*0.73*
6 months	*1*	*3.70*	*1,010*	*21.15*
12 months	*1*	*3.70*	*12*	*0.25*

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	*6*	*22.22*	*2,896*	*60.64*
Company wide seniority	*5*	*18.52*	*1,055*	*22.09*
Plant-wide seniority - bargaining unit	*8*	*29.63*	*274*	*5.74*
Department seniority	*2*	*7.41*	*350*	*7.33*
Job or occupational classification seniority	*1*	*3.70*	*32*	*0.67*
Combination or plant-wide and job or classification seniority	*1*	*3.70*	*14*	*0.29*

TABLE 8:

BASIS OF SENIORITY (Cont'd)

	Agts		Emps	
	#	%	#	%
Combination of department and job or classification seniority	1	3.70	12	0.25
Combination of plant-wide, department and or job or classification seniority	1	3.70	100	2.09
Seniority unit not specified or cannot be determined	2	7.41	43	0.90

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	19	70.37	3,125	65.43
Special seniority for union officials	1	3.70	32	0.67
Retention of union seniority for union officials elected	7	25.93	1,619	33.90

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	6	22.22	1,308	27.39
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	12	44.44	2,188	45.81
Straight seniority if other factors are equal or sufficient	9	33.33	1,280	26.80

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	6	22.22	1,294	27.09
Straight seniority	5	18.52	457	9.57
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	9	33.33	1,780	37.27
Straight seniority if other factors are equal or sufficient	7	25.93	1,245	26.07

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	8	29.63	1,391	29.12
Straight seniority	4	14.81	374	7.83
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	9	33.33	2,776	58.12
Straight seniority if other factors are equal or sufficient	6	22.22	235	4.92

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	14	51.85	3,440	72.03
3 months	1	3.70	2	0.04
6 months	4	14.81	88	1.84
9 months	1	3.70	14	0.29
12 months	5	18.52	1,122	23.49
24 months	1	3.70	10	0.21
Combination of number of months and length of service	1	3.70	100	2.09

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	10	37.04	3,239	67.82
Failure to return to work following notification	1	3.70	1,010	21.15
Combination of discharged for just cause, voluntary termination and failure to return when notified	16	59.26	527	11.03

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	[illegible]	%	#	%
No Provision	[illegible]	70.37	2,156	45.14
Seniority bumping within same department or occupational classification	1	3.70	318	6.66
Seniority bumping with no restrictions	1	3.70	0	0.00
Seniority bumping with restrictions	5	18.52	1,292	27.05
Seniority bumping within bargaining unit	1	3.70	1,010	21.15

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	4,526	94.77
Seniority is retained for more than six months up to and including twelve months	3	11.11	51	1.07
Length not specified or indefinite	3	11.11	199	4.17

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	18	66.67	2,358	49.37
14 calendar days	1	3.70	83	1.74
5 working days	2	7.41	98	2.05
7 working days	1	3.70	27	0.57
2 weeks	1	3.70	20	0.42
Length of notice varies with length of service	4	14.81	2,190	45.85

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	9	33.33	1,655	34.65
5 calendar days	3	11.11	155	3.25
7 calendar days	2	7.41	513	10.74
3 working days	2	7.41	46	0.96
5 working days	3	11.11	1,024	21.44
10 working days	1	3.70	1,138	23.83
15 working days	1	3.70	27	0.57
1 week	3	11.11	153	3.20
Provision exists, but posting period not specified or cannot be determined	3	11.11	65	1.36

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*13*	*48.15*	*2,883*	*60.36*
Regular rate of the employee	*1*	*3.70*	*24*	*0.50*
New rate or regular rate of the employee, whichever is the higher at start of transfer	*8*	*29.63*	*709*	*14.85*
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	*2*	*7.41*	*22*	*0.46*
Rate of new occupation, at start of transfer	*1*	*3.70*	*96*	*2.01*
Rate of new occupation, only after specified period of time	*1*	*3.70*	*1,010*	*21.15*
Other	*1*	*3.70*	*32*	*0.67*

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*3*	*11.11*	*1,262*	*26.42*
Employee only	*3*	*11.11*	*131*	*2.74*
Union representative only	*2*	*7.41*	*103*	*2.16*
Employee with or without union representative	*18*	*66.67*	*3,258*	*68.22*
Grievance committee only	*1*	*3.70*	*22*	*0.46*

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		*Emps*	
	#	*%*	*#*	*%*
No Provision	*4*	*14.81*	*2,272*	*47.57*
24 hours	*1*	*3.70*	*100*	*2.09*
48 hours	*1*	*3.70*	*19*	*0.40*
4 calendar days	*1*	*3.70*	*10*	*0.21*
5 calendar days	*2*	*7.41*	*1,551*	*32.47*
2 working days	*2*	*7.41*	*80*	*1.68*
5 working days	*4*	*14.81*	*81*	*1.70*
7 working days	*3*	*11.11*	*16*	*0.34*
10 working days	*4*	*14.81*	*157*	*3.29*
15 working days	*1*	*3.70*	*318*	*6.66*
30 working days	*1*	*3.70*	*35*	*0.73*
Not specified explicitly	*3*	*11.11*	*137*	*2.87*

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	4,522	94.68
Number of steps in the grievance is reduced	3	11.11	185	3.87
Duration of delays between steps is reduced	1	3.70	10	0.21
Combination of reduction of steps and/or duration of delays reduced	2	7.41	59	1.24

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	13	48.15	2,766	57.91
Union officials receive time-off without loss of pay for grievance work during regular hours of work	13	48.15	1,978	41.42
Other	1	3.70	32	0.67

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	20	74.07	3,296	69.01
Compensation for total hours	1	3.70	96	2.01
Compensation limited to regular hours of work	4	14.81	1,370	28.69
Compensation is for a specific number of hours	2	7.41	14	0.29

TABLE 25:

ARBITRATION-NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	3	11.11	1,262	26.42
Single Arbitrator	12	44.44	2,892	60.55
Panel/board of Arbitration	3	11.11	114	2.39
Single or board of Arbitration	9	33.33	508	10.64

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	8	29.63	2,481	51.95
Appeal of discharge after dismissal	9	33.33	1,226	25.67
Reimbursement if exonerated after suspension	2	7.41	128	2.68
Combination of appeal of discharge and reimbursement if exonerated	8	29.63	941	19.70

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	2	7.41	12	0.25
5 days per week	21	77.77	3,157	66.10
Work days vary for different groups of employees	2	7.41	1,568	32.83
Work days not specified or cannot be determined	1	3.70	20	0.42
Other	1	3.70	19	0.40

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	2	7.41	12	0.25
7 hours and 30 minutes per day	1	3.70	1,010	21.15
8 hours per day	12	44.44	1,460	30.57
9 hours per day	2	7.41	80	1.68
Irregular daily hours	1	3.70	12	0.25
Daily hours vary for different groups of employees	8	29.63	2,183	45.71
Other	1	3.70	19	0.40

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	2	7.41	12	0.25
37 hours and 30 minutes per week	1	3.70	1,010	21.15
40 hours per week	13	48.15	1,470	30.78
42 hours per week	1	3.70	12	0.25
45 hours per week	1	3.70	60	1.26
Weekly hours vary for different groups of employees	7	25.93	2,173	45.50
Number of hours per day not specified or cannot be determined	1	3.70	20	0.42
Other	1	3.70	19	0.40

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	5	18.52	1,169	24.48
1 shift 5 days per week	9	33.33	585	11.83
1 shift 6 days per week	2	7.41	72	1.51
1 shift 7 days per week	1	3.70	10	0.21
2 shifts 5 days per week	1	3.70	96	2.01
2 shifts 7 days per week	2	7.41	110	2.30
3 shifts 5 days per week	2	7.41	64	1.34
3 shifts 7 days per week	5	18.52	2,690	56.32

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,744	99.33
Provision with respect of change in hours of work during slack period	1	3.70	32	0.67

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	6	22.22	129	2.70
Straight time followed by a higher rate	1	3.70	20	0.42
Time and one-half	13	48.15	971	20.33
Time and one-half followed by a higher rate	7	25.93	3,656	76.55

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	4	14.81	109	2.28
Straight time followed by a higher rate	1	3.70	20	0.42
Time and one-half	15	55.56	991	20.75
Time and one-half followed by a higher rate	7	25.93	3,656	76.55

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	9	33.33	1,299	27.20
Time and one-half	10	37.04	2,134	44.68
Time and one-half followed by a higher rate	4	14.81	1,164	24.37
Double time	4	14.81	179	3.75

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	8	29.63	161	3.37
Time and one-half	1	3.70	20	0.42
Time and one-half followed by a higher rate	1	3.70	0	0.00
Double time	16	59.26	4,576	95.81
Other	1	3.70	19	0.40

TABLE 37:

TIME OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	1,028	21.52
Time-off in lieu of overtime pay	3	11.11	2,466	51.63
Banking of overtime credits for cumulative time-off	1	3.70	32	0.67
Combination of time-off in lieu and/or banking of overtime credits	1	3.70	1,250	26.17

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	19	70.37	3,337	69.87
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	1	3.70	10	0.21
Employee has the right to refuse overtime when other are available to do the work	1	3.70	24	0.50
Overtime is mandatory in cases of emergency	2	7.41	350	7.33
Right to refuse overtime after specified period of compulsory overtime	1	3.70	1,010	21.15
Right to refuse overtime - special consideration for employees with greater seniority	2	7.41	25	0.52
Overtime is compulsory in special circumstances	1	3.70	20	0.42

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	16	59.26	2,865	59.99
Overtime is equitably distributed among employees on a plant-wide basis	2	7.41	118	2.47
Overtime is equitably distributed among employees within a department	1	3.70	318	6.66
Overtime is equitably distributed among employees within an occupational and/or wage bracket, etc.	3	11.11	84	1.76
Combination of plan-wide, occupation and/or wage bracket, etc.	2	7.41	1,269	26.57
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	1	3.70	100	2.09
Other	2	7.41	22	0.46

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 41:

PREMIUM PAY FOR REGULALY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	3,448	72.19
$.20 per hour	1	3.70	318	6.66
1.5 time rate payment	1	3.70	1,010	21.15

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	20	74.07	1,720	36.01
3.5 cents per hour	1	3.70	96	2.01
3.8 cents per hour	1	3.70	1,250	26.17
15 cents per hour	1	3.70	32	0.67
28 cents per hour	1	3.70	27	0.57
40 cents per hour	1	3.70	100	2.09
Other	2	7.41	1,551	32.47

TABLE 43:

SHIFT PREMIUM - (THIRD PARTY)

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	1,747	36.58
3.5 cents per hour	1	3.70	96	2.01
5.5 cents per hour	1	3.70	1,250	26.17
20 cents per hour	1	3.70	32	0.67
50 cents per hour	1	3.70	100	2.09
Other	2	7.41	1,551	32.47

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	23	85.19	3,379	70.75
3.5 cents per hour	1	3.70	96	2.01
10 cents per hour	1	3.70	32	0.67
$1.00 per hour	1	3.70	19	0.40
1.50 time differential	1	3.70	1,250	26.17

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	3,475	72.76
10 cents per hour	1	3.70	32	0.67
15 cents per hour	1	3.70	1,250	26.17
50 cents per hour	1	3.70	19	0.40

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT FOR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	4,375	91.60
Weekly work or wage guarantee	2	7.41	401	8.40

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	17	62.96	4,232	88.61
Two hours of work	3	11.11	332	6.95
Three hours of work	1	3.70	10	0.21
Four hours of work	3	11.11	99	2.07
Eight hours of work	1	3.70	83	1.74
Guarantee varies depending on whether or not employee is put to work	2	7.41	20	0.42

TABLE 49:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	5	18.52	2,422	50.71
Straight time for 2 hours	1	3.70	318	6.66
Straight time for 3 hours	3	11.11	116	2.43
Straight time for 3 hours followed by time and one-half	2	7.41	1,022	21.40
Straight time for 4 hours	7	25.93	218	4.56
Straight time for 4 hours followed by applicable overtime rate	3	11.11	112	2.35
Time and one-half for 2 hours	1	3.70	20	0.42
Time and one-half for 4 hours	1	3.70	413	8.65
Applicable overtime rate for 4 hours	2	7.41	39	0.82
Other	2	7.41	96	2.01

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	4,398	92.09
Flat amount per day	1	3.70	60	1.26
Other	1	3.70	318	6.66

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,680	97.99
Compensation for full shift - weather conditions	1	3.70	96	2.01

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	2,516	52.68
Paid travel time	1	3.70	1,250	26.17
Paid transportation or allowance	1	3.70	1,010	21.15

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	2,215	46.38
Paid transportation or allowance	3	11.11	2,561	53.62

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	2,494	52.22
Paid travel time	1	3.70	1,010	21.15
Paid transportation or allowance	2	7.41	1,272	26.63

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	20	74.07	1,272	26.63
Travel pay provision	1	3.70	19	0.40
Transportation allowance	1	3.70	32	0.67
Any combination of travel, pay, meal, lodging, transportation and/or daily allowance	5	18.52	3,453	72.30

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,756	99.58
32 cents per mile	1	3.70	20	0.42

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	2	7.41	12	0.25
8 full holidays	1	3.70	22	0.46
9 full holidays	6	22.22	206	4.31
10 full holidays	4	14.81	452	9.46

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR (Cont'd)

	Agts		Emps	
	#	%	#	%
10 full holidays and 1 half holiday	1	3.70	24	0.50
10 full holidays and 2 half holidays	1	3.70	25	0.52
11 full holidays	7	25.93	2,321	48.60
11 full holidays and 2 half holidays	1	3.70	14	0.29
11 full holidays and 5 half holidays	2	7.41	1,350	28.27
12 full holidays	1	3.70	318	6.66
12 full holidays and 2 half holidays	1	3.70	32	0.67

TABLE 58

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	4,404	92.21
30 calendar days	1	3.70	10	0.21
30 working days	1	3.70	20	0.42
90 working days	1	3.70	12	0.25
8 weeks	2	7.41	330	6.91

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	11	40.74	2,721	56.97
Employee must have worked the last scheduled working day before	1	3.70	32	0.67
Employee must have worked both the last working day before and the next working day after	14	51.85	1,940	40.62
Employee must have worked either the last working day before or the next working day after	1	3.70	83	1.74

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	11	40.74	599	12.54
Working day off with pay	3	11.11	1,094	22.91
Extra days pay	2	7.41	423	8.86
Observe on following Monday, preceeding Friday or day proclaimed by government	11	40.74	2,660	55.70

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	12	44.44	619	12.96
Working day off with pay	2	7.41	1,034	21.65
Extra days pay	1	3.70	10	0.21
Observe on following Monday, preceeding Friday or day proclaimed by government	12	44.44	3,113	65.18

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	6	22.22	1,287	26.95
Straight time	2	7.41	37	0.77
Time and one-half	7	25.93	562	11.77
Time and one-half followed by double time followed by double time and one-half	1	3.70	1,010	21.15
Double time	11	40.74	1,880	39.36

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,693	98.26
1 full holiday	1	3.70	83	1.74

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,680	97.99
Double time	1	3.70	96	2.01

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	7	25.93	248	5.19
Any provision conferring any right for the employee to select his vacation	20	74.07	4,528	94.81

TABLE 66:

PAID VACATIONS (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	4	14.81	53	1.11
1 year of service	7	25.93	1,534	32.12
2 years of service	3	11.11	414	8.67
3 years of service	4	14.81	2,573	53.87
4 years of service	2	7.41	37	0.77
5 years of service	7	25.93	165	3.45

TABLE 67:

PAID VACATION (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	7	25.93	77	1.61
4 years of service	1	3.70	96	2.01
5 years of service	2	7.41	115	2.41
10 years of service	11	40.74	4,337	90.81
11 years of service	1	3.70	14	0.29
12 years of service	2	7.41	57	1.19
15 years of service	3	11.11	80	1.68

TABLE 68:

PAID VACATION - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	14	51.85	220	4.61
5 years of service	1	3.70	96	2.01
10 years of service	1	3.70	83	1.74
15 years of service	1	3.70	32	0.67
20 years of service	6	22.22	1,759	36.83
23 years of service	3	11.11	2,561	53.62
25 years of service	1	3.70	25	0.52

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	1,782	37.31
20 years of service	1	3.70	83	1.74
30 years of service	4	14.81	2,879	60.28
33 years of service	1	3.70	32	0.67

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	23	85.19	3,634	76.09
With limit	1	3.70	1,010	21.15
Without limit	1	3.70	83	1.74
Carry-over specifically prohibited	2	7.41	49	1.03

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	23	85.19	965	20.21
Vacation extended if regular allowance taken in specified period of time of year	4	14.81	3,811	79.79

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,776	100.00
Provision for vacation bonus	1	3.70	0	0.00

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	13	48.15	1,595	33.40
Another working day off with pay	9	33.33	2,711	56.76
Either working day off with pay or extra days pay	4	14.81	458	9.59
Other	1	3.70	12	0.25

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	4,647	97.30
Provision exists	3	11.11	129	2.70

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	4	14.81	1,150	24.08
1 day	1	3.70	32	0.67
2 days	1	3.70	20	0.42
3 days	14	51.85	1,963	41.10
4 days	3	11.11	65	1.36
5 days	1	3.70	27	0.57
Other	3	11.11	1,519	31.80

TABLE 79:

PAY FOR LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	8	29.63	587	12.29
1 day	13	48.15	715	14.97
3 days	4	14.81	1,214	25.42
Other	2	7.41	2,260	47.32

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	3,670	76.84
2 days	1	3.70	96	2.01
Additional weeks if required	1	3.70	1,010	21.15

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	12	44.44	1,314	27.51
Employee receives the difference between regular pay and jury fees	12	44.44	3,419	71.59
Employee receives regular pay	3	11.11	43	0.90

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	4,720	98.83
Employee receives regular pay	1	3.70	32	0.67
Other	1	3.70	24	0.50

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	10	37.04	465	9.74
Provision for unpaid leave of absence	13	48.15	2,990	62.60
Provision for paid leave of absence (whole or in part)	3	11.11	1,309	27.41
Provision for leave of absence, but not mentioned if paid or unpaid	1	3.70	12	0.25

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	12	44.44	2,954	61.85
1 month	2	7.41	62	1.30
3 months	1	3.70	14	0.29
Less than one month	1	3.70	12	0.25
Unspecified or cannot be determined	11	40.74	1,734	36.31

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	3,354	70.23
Provision	5	18.52	1,422	29.77

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	3,472	72.70
12 months of service the employee must complete to qualify for maternity leave	2	7.41	54	1.13
Provision exists, but length of service required not specified or cannot be determined	1	3.70	1,250	26.17

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	911	19.07
17 weeks granted for maternity leave	1	3.70	22	0.46
26 weeks granted for maternity leave	1	3.70	32	0.67
52 weeks granted for maternity leave	3	11.11	2,561	53.62
Provision exist, but length of leave not specified or cannot be determined	1	3.70	1,250	26.17

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	911	19.07
Seniority retained up to the maternity leave begins	4	14.81	2,583	54.08
Seniority accumulates during entire maternity leave	1	3.70	32	0.67
Seniority accumulated up to a certain period then retained afterwards	1	3.70	1,250	26.17

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	911	19.07
Leave of absence with loss of pay	5	18.52	2,615	54.75
Provision mentioned, details not specified or cannot be determined	1	3.70	1,250	26.17

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	15	55.56	798	16.71
\$5.00 for meal allowance	1	3.70	318	6.66
\$6.75 for meal allowance	1	3.70	35	0.73
Employee works beyond his scheduled hours or for special circumstances	10	37.04	3,625	75.90

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	3,502	73.32
One period of 5 minutes duration	1	3.70	24	0.50
One period of 5 minutes at mid shift meal and one period of 10 minutes at end of shift	1	3.70	1,250	26.17

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	14	51.85	2,836	59.38
Twice a day 20 minutes	2	7.41	21	0.44
Twice a day 30 minutes	9	33.33	1,496	31.32
Twice a day 40 minutes	1	3.70	413	8.65
Other	1	3.70	10	0.21

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	12	44.44	2,700	56.53
Work clothing and uniform provided by employer at no cost to employee	5	18.52	166	3.48
Work clothing and uniform provided at some cost to the employee	2	7.41	45	0.94
Provided and replaced by employer	4	14.81	118	2.47
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	4	14.81	1,747	36.58

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	13	48.15	2,751	57.60
Safety equipment supplied at no cost to employee	5	18.52	262	5.49
Monetary allowance provided for purchase of safety equipment	1	3.70	32	0.67
Provided and replaced by employer	2	7.41	1,277	26.74
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	6	22.22	454	9.51

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	1,965	41.14
Tools supplied at no cost to employee	1	3.70	318	6.66
Monetary allowance provided for purchase of tools	2	7.41	95	1.99
Provided and replaced by employer	2	7.41	1,148	24.04
Combination of supplied at no cost, some cost, replaced at no cost, some cost, allowance for, provided & replaced	1	3.70	1,250	26.17

TABLE 99:

TRAINING OR RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	2,902	60.76
Apprenticeship program	1	3.70	83	1.74
Combination of training on the job and/or apprenticeship program	1	3.70	100	2.09
Combination of training on the job and/or tuition and financial assistance	2	7.41	345	7.22
Combination of training on the job, apprenticeship program and/or tuition and financial assistance	1	3.70	1,250	26.17
provision exists, but not details given	1	3.70	96	2.01

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	11	40.74	540	11.31
Provision exists for safety program	7	25.93	1,158	33.27
Safety committee	6	22.22	239	5.00
Combination of safety program, safety committee and/or pay for safety committee	3	11.11	2,408	50.42

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	4,661	97.59
$150.00 per year	1	3.70	83	1.74
$300.00 per year	1	3.70	32	0.67

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,693	98.26
Moonlighting permitted - no moonlighting if such work interferes with regular work of employees	1	3.70	83	1.74

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	3,189	66.77
Contracting out prohibited	1	3.70	19	0.40
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	1	3.70	318	6.66
Combination of non-union employer and/or lay-off or failure to re-call members of bargaining unit	1	3.70	1,250	26.17

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,458	93.34
Non-wage re-opener clause only	1	3.70	318	6.66

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	23	85.19	3,093	64.76
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	2	7.41	401	8.40
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	1	3.70	32	0.67
Retraining of older and/or handicapped worker	1	3.70	1,250	26.17

TABLE 107:

LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	17	62.96	2,836	59.38
Provision exists	10	37.04	1,940	40.62

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	8	29.63	527	11.03
Provision exists	19	70.37	4,249	88.97

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	11	40.74	3,379	70.75
Union membership	1	3.70	1,010	21.15
Race, religion, sex, age	1	3.70	10	0.21
Race, religion, union membership	2	7.41	79	1.65
Race, religion, union membership, sex	1	3.70	22	0.46
Race, religion, nationality, union membership	1	3.70	12	0.25
Race, religion, nationality, union membership, sex	2	7.41	39	0.82
Race, religion, nationality, marital status	1	3.70	24	0.50
Race, religion, nationality, sex, marital status	1	3.70	96	2.01
Race, religion, nationality, union membership, sex, age, marital status	4	14.81	61	1.28
Race, religion, nationality, union membership, sex, marital status	1	3.70	32	0.67
Discrimination prohibited but types of discrimination not specified	1	3.70	12	0.25

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	13	48.15	333	6.97
Compensation payable is the difference between workmen's compensation and regular salary	10	37.04	4,358	91.25
Full compensation by employer, when off work due to injury on the job	1	3.70	22	0.46
Provision exists, no details given	2	7.41	51	1.07
Other	1	3.70	12	0.25

TABLE 112:

PART-TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	18	66.67	884	18.51
5 days per week	1	3.70	22	0.46
Irregular hours	1	3.70	413	8.65
Provision exists, no details given	6	22.22	3,432	71.86
Other	1	3.70	25	0.52

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	18	66.67	884	18.51
4 hours and 30 minutes	1	3.70	22	0.46
Irregular hours	1	3.70	413	8.65
Provision exists, no details given	6	22.22	3,432	71.86
Other	1	3.70	25	0.52

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	19	70.37	1,894	39.66
20 hours	2	7.41	1,551	32.47
22 hours and 30 minutes	1	3.70	22	0.46
32 hours	1	3.70	10	0.21
Provision exists, no details given	3	11.11	1,274	26.68
Other	1	3.70	25	0.52

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	1,378	28.85
Provision for sick leave benefits	1	3.70	1,250	26.17
Combination of health and welfare benefits, sick leave and pension benefits	1	3.70	1,138	23.83
Provision exists, but no details given	1	3.70	1,010	21.15

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	1,319	27.62
10 vacation days	1	3.70	22	0.46
Pro-rated vacation for part-timers	3	11.11	1,175	24.60
Provision exists, details not specified or cannot be determined	1	3.70	1,010	21.15
Other	1	3.70	1,250	26.17

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	21	77.78	928	19.43
Pro-rated paid statutory holidays	5	18.52	2,838	59.42
Provision exists, details not specified or cannot be determined	1	3.70	1,010	21.15

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	3,766	78.85
Special seniority - provision for part-time worker (include opportunity for full-time work after part-time employment)	1	3.70	1,010	21.15

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	3,638	76.17
Provision exists - is effective during agreement	3	11.11	1,138	23.83

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	3,638	76.17
Adjustments tied to a specific amount of the change in the consumer price index	3	11.11	1,138	23.83

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	25	92.59	3,734	78.18
0.1% adjustment in wages for each 1% change in C.P.I.	2	7.41	1,042	21.82

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No provision	22	81.48	2,087	43.70
2 months	2	7.41	1,551	32.47
3 months	2	7.41	128	2.68
Provision exists, but no details given	1	3.70	1,010	21.15

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	1,975	41.35
Provision exists	5	18.52	2,801	58.65

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	1,844	38.61
Displaced employees provided with on the job training opportunity on new equipment	2	7.41	1,551	32.47
Provision exists, no details given	3	11.11	1,381	28.92

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	2,534	53.06
Some form of wage or employment guarantee - other than S.U.B. or severance pay	3	11.11	94	1.97
Other	2	7.41	2,148	44.97

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.0

TABLE 131:

BASIC MEDICARE - EMPLOYER CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	16	59.26	3,135	65.64
50 percent - employer contribution	8	29.63	1,592	33.33
75 percent - employer contribution	1	3.70	12	0.25
Provision exists, but not specified or cannot be determined	2	7.41	37	0.77

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	3,408	71.36
50 percent - employer contribution	3	11.11	1,368	28.64

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT-EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidental dealth and dismemberment insurance plan	25	92.59	4,652	97.40
5 percentage of premium paid by employer	1	3.70	100	2.09
Amount of employer contribution not specified or cannot be determined	1	3.70	24	0.50

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	24	88.89	3,402	71.23
Amount of benefits not specified or cannot be determined	3	11.11	1,374	28.77

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	13	48.15	2,757	57.73
$9,998	1	3.70	12	0.25
Amount of benefits not specified or cannot be determined	13	48.15	2,007	42.02

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	9	33.33	1,230	25.75
6 days granted per year	2	7.41	22	0.46
7 days granted per year	1	3.70	1,010	21.15
10 days granted per year	1	3.70	24	0.50
12 days granted per year	2	7.41	22	0.46
18 days granted per year	6	22.22	621	13.00
20 days granted per year	1	3.70	22	0.46
25 days granted per year	1	3.70	27	0.57
Paid sick leave exists, but annual allowance not specified or cannot be determined	4	14.81	1,798	37.65

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	15	55.56	4,050	84.80
16 days maximum accumulation	1	3.70	24	0.50
36 days maximum accumulation	1	3.70	10	0.21
85 days maximum accumulation	1	3.70	27	0.57
90 days maximum accumulation	2	7.41	143	2.99
100 days maximum accumulation	1	3.70	22	0.46
125 days maximum accumulation	1	3.70	318	6.66
144 days maximum accumulation	1	3.70	32	0.67
193 days maximum accumulation	2	7.41	128	2.68
Unused sick leave converted to cash at end of calendar year	2	7.41	22	0.46

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	23	85.19	4,321	90.47
30 percent of unused sick leave paid to the employee	1	3.70	83	1.74
40 percent of unused sick leave paid to the employee	1	3.70	32	0.67
50 percent of unused sick leave paid to the employee	1	3.70	318	6.66
100 percent of unused sick leave paid to the employee	1	3.70	22	0.46

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	24	88.89	4,712	98.66
40 percent of unused sick leave paid to the employee on termination of his employment	1	3.70	32	0.67
50 percent of unused sick leave paid to the employee on termination of his employment	2	7.41	32	0.67

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	3,526	73.83
Unreduced basic benefit	1	3.70	1,250	26.17

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	3,374	70.64
15 weeks	1	3.70	1,250	26.17
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	4	14.81	152	3.18

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	3,443	72.09
Amount of weekly indemnity expressed as a percent of wages	1	3.70	1,250	26.17
Welfare plan mentioned, but no details given	4	14.81	83	1.74

TABLE 143:

LONG TERM DISABILITY - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	22	81.48	4,493	94.07
50 percent - employers contribution	3	11.11	148	3.10
Provision exists, but not specified or cannot be determined	2	7.41	135	2.83

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	19	70.37	2,913	60.99
67 percent of yearly salary	1	3.70	1,250	26.17
Plan mentioned but no details given	7	25.93	613	12.84

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	15	55.56	1,512	31.66
Plan mentioned, no details given	12	44.44	3,264	68.34

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	3,208	67.17
Lump sum payment	2	7.41	1,568	32.83

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 148:

DEATH PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,766	99.79
Provision exists, but not specified or cannot be determined	1	3.70	10	0.21

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	3,670	76.84
Management only	1	3.70	1,010	21.15
Provision exists, but no details	1	3.70	96	2.01

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	25	92.59	3,426	71.73
Management only	1	3.70	100	2.09
Trustee (either individual or corporate) or insurance company	1	3.70	1,250	26.17

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	3,766	78.85
Severance payments specified in agreement	1	3.70	1,010	21.15

TABLE 155:

SEVERANCE PLANS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	3,766	78.85
Other	1	3.70	1,010	21.15

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	3,766	78.85
49 weeks	1	3.70	1,010	21.15

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	27	100.00	4,776	100.00

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	26	96.30	4,680	97.99
10 years of service	1	3.70	96	2.01

APPENDIX I

AGREEMENTS
IN
SURVEY

APPENDIX

AGREEMENTS IN SURVEY

MANUFACTURING

Employer	Union
A R Hemming Building Supplies	C.B.R.T., Local 2165
ABCO Industries Ltd.	Marine Workers, Local 25
ABCO Plastics Ltd.	Marine Workers, Local 24
Allen's Dairy	Department Store Union, Local 1015
American Can Inc.	Steelworkers, Local 7446
Atlantic Spring & Machine Co. Ltd.	Marine Workers, Local 15
Ben's Limited	Teamsters, Local 927
Ben's Limited-Office Employees	Bakery Workers, Local 446
Ben's Limited-Sales Employees	Teamsters, Local 927
Ben's Limited-O'Malley's Division	Bakery Workers, Local 446
Ben's Limited-Production	Bakery Workers, Local 446
Berwick Bakery Limited	Bakery Workers, Local 446
Berwick Bakery Limited - Sales Employees	Bakery Workers, Local 446
Berwick Bakery Limited - Office Employees	Food & Commercial Workers, Local 1157
Bickerton Industries Limited - Stormont	Food & Commercial Workers, Local 1252
Bickerton Industries Limited	Food & Commercial Workers, Local 1252
Bluenose Fisheries Ltd.	Department Store Union, Local 596
Bowater Mersey Paper Co. Ltd.	I.B.E.W., Local 709
Bowater Mersey Paper Co. Ltd.	Paperworkers, Local 141
Bowater Mersey Paper Co. Ltd.	Paperworkers, Local 141
Brookfield Foods Limited - Truro	C.B.R.T., Local 503
Brookfield Foods Limited - Amherst	Department Store Union, Local 1015
Brookfield Foods Limited - Burnside	Bakery Workers, Local 446
Brookfield Foods Limited - Burnside-Sales	Bakery Workers, Local 446
Brookfield Foods Limited - Point Edward	Food & Commercial Workers, Local 1252
Brookfield Foods Limited - Port Hawkesbury	Food & Commercial Workers, Local 1252
Canada Cement Lafarge - Production	Cement Lime Workers, Local 454
Canada Cement LaFarge Ltd. - Clerical	Cement Lime Workers, Local 454
Canadian Keyes Fibre Company	Paperworkers, Local 576
Canadian Liquid Air Ltd.	Steelworkers, Local 6603
Canadian Marconi Company	Salaried Employee Association
Canadian Newspaper Co. Ltd.	Typo Union, Local 130
Canard Poultry	Food & Commercial Workers, Local 1252
Canexel Hardboard Inc.	Paperworkers, Local 434
Canso Sea Products Ltd.	Food & Commercial Workers, Local 1252
Cape Breton Beverages Limited	Department Store Union, Local 596
Cape Breton Diarymen & Brookfield Dairy	Dairy Workers, Local 198
Cape Breton Offshore Fabricators	United Mine Workers
Cape Breton Post Production Related	Typo Union, Local 460
Cape Breton Post - Other	Typo Union, Local 460
Cheticamp Fishermen's Co-op Society Ltd.	C.B.R.T., Local 514A
Co-op Atlantic - New Minas Feed Plant	Food & Commercial Workers, Local 1252
Co-op Atlantic - Truro Feed Plant	Food & Commercial Workers, Local 1157
Cobi Foods Inc (M.W. Graves)	Bakery Workers, Local 446
Cobi Foods Inc. - Hillaton-Port Williams	Bakery Workers, Local 446
Cobi Foods Inc. (M.W. Graves)	Bakery Workers, Local 446
Coca-Cola Ltd.	Brewery Workers, Local 361

MANUFACTURING (CONT'D)

Employer	Union
Concrete Services Limited	Labourers, Local 615
Connors Brothers Limited	Energy & Chemical Workers, Local 44
Crossley Karastan Carpet Mills	C.B.R.T., Local 612
Cummins Diesel	Operating Engineers, Local 721B
Dartmouth Free Press Limited	Graphic Arts, Local 506
Dartmouth Ready Mix Limited	Marine Workers, Local 13
Diversey Wyandotte Inc.	Brewery Workers, Local 361
Dominion Textile Inc.	Textile Workers, Local 152
Domtar Chemicals Group - Wood Preserving Div.	Carpenters, Local 2483
Eastern Bakeries Limited	Department Store Union, Local 596
Eastern Dairyfoods Co-op Ltd.	Department Store Union, Local 1015
Enheat Inc.-Aircraft Division	Steelworkers, Local 4883
Enheat Inc.	Steelworkers, Local 6874
Farmers Co-operative Dairy-Cheese Division	Teamsters, Local 927
Farmers Co-operative Dairy Limited	Teamsters, Local 927
Farmers Co-operative Dairy Limited	Teamsters, Local 927
Fundy Grinding and Machining Ltd.	Carpenters, Local 1178
Good People Sea & Shore Services Inc.	C.B.R.T., Local 230
Halifax Herald Limited	Typo Union, Local 130
Halifax Industries Limited	Marine Workers, Local 1
Halifax Industries Limited	Marine Workers, Local 13
Halifax Industries Limited	Marine Workers, Local 28
Hawker Siddeley Inc. - Trenton	Steelworkers, Local 1231
Beckett-Division of Harsco Corporation	General Workers, Local 1509
Hermes Electronics Ltd.	I.B.E.W., Local 1651
Huyck Canada - Formex Fabric Plant	Textile Workers, Local 486
I. Matheson & Company (1974) Ltd.	Steelworkers, Local 6551
IMP Group Limited	IMP Employee Association
IMP Group Limited	Marine Workers, Local 1
Imperial Optical Company Ltd.	Teamsters, Local 927
Inter Supply Ltd.	Teamsters, Local 927
Inter Supply Ltd.	Labourers, Local 615
Isle Madame Fishermens Co-op	Food & Commercial Workers, Local 1252
Isle Royale Beverages Limited	Department Store Union, Local 596
Kent Homes Limited	Labourers, Local 615
Kentville Publishing	Typo Union, Local 130
Kentville Publishing Co. Ltd.	Graphic Arts, Local 514
L. E. Shaw Limited	Teamsters, Local 927
Larson Packers Limited	Food & Commercial, Local 1252
LIPS NV Canada Inc. - Repair Division	Marine Workers, Local 1
Lowneys Limited - Moirs Plant	Teamsters, Local 927
Lowneys Limited - Moirs Plant	I.B.E.W., Local 625
Lunenburg Foundry & Engineering Ltd.	Machinists, Local 1716
MacGregor Bedding Inc.	Steelworkers, Local 8176
Maple Leaf Mills Ltd. - Truro Plant	Energy & Chemical Workers, Local 54
Maritime Beverages Limited	Department Store Union, Local 1015
Maritime Beverages Limited	Teamsters, Local 927
Maritime Paper Products	Paperworkers, Local 1520
Maritime Photoengravers Limited	Graphic Arts, Local 506
Maritime Steel & Foundries	Steelworkers, Local 3172

MANUFACTURING (CONT'D)

Employer	*Union*
Maritime Steel & Foundries	*Moulders, Local 332*
Maritime Steel & Foundries	*Marine Workers, Local 13*
Mason Windows Limited	*Steelworkers, Local 7909*
MBB Mechanical Services Ltd.	*Boilermakers, Local 73*
McCully & Son	*Paperworkers, Local 124*
McKinlay and Sons Limited	*Department Store Union, Local 596*
Minas Basin Lumber Company Limited	*Paperworkers, Local 583*
Minas Pulp and Power Co. Ltd.	*Paperworkers, Local 583*
Moosehead Breweries Ltd.	*Brewery Workers, Local 361*
Municipal Ready Mix Ltd.-Sydney	*Teamsters, Local 927*
National Sea Products Limited	*Operating Engineers, Local 968*
National Sea Products Limited	*Seafood Workers, Local 136*
NEI Mining Equipment Can.	*I.B.E.W., Local 1852*
Nova Scotia Forest Industries - Clerical	*Paperworkers, Local 972*
Nova Scotia Forest Industries - Mill Division	*Paperworkers, Local 972*
Nova Scotia Nurses Union	*Marine Workers, Local 32*
Nova Scotia Textile Ltd.	*Textile Workers, Local 159*
Oland Breweries Limited	*Brewery Workers, Local 361*
Phillips Cables Limited	*I.B.E.W., Local 625*
Pictou Industries Ltd.	*Steelworkers, Local 4702*
Premium Amherst	*Carpenters, Local 2389*
Producer Milk Products	*Teamsters, Local 927*
Purdy Bros. Ltd. & Marine Electric Ltd.	*Marine Workers, Local 1*
Ralston Purina Canada Inc.	*Food & Commercial Workers, Local 1157*
Richmond Fisheries Ltd.	*Food & Commercial Workers, Local 1252*
Riversdale Lumber Limited	*Food & Commercial Workers, Local 1973*
Robb Engineering Limited	*Steelworkers, Local 4122*
Scotia Marine Products	*Energy & Chemical Workers, Local 856*
Scotian Gold Co-operative Limited - Plant	*Bakery Workers, Local 446*
Scott Maritimes Limited	*Paperworkers, Local 440*
Seaboard GM Diesel	*Operating Engineers, Local 721B*
Shaw & MacDonald Ltd.	*Ironworkers, Local 809*
Simmons Limited	*Energy & Chemical Workers, Local 825*
Sivaco Maritimes Limited	*Steelworkers, Local 8679*
South Shore Ready Mix Limited	*Operating Engineers, Local 721*
Starr Manufacturing Ltd.	*Marine Workers, Local 13*
Strescon Limited	*Labourers, Local 615*
Subsea Technology Ltd.	*Iron Workers, Local 809*
Surrette Battery Co. Ltd.	*I.B.E.W., Local 625*
Swifts Easteran	*Food & Commercial Workers, Local 1252*
Sydney Engineering & Dry Dock Co. Ltd.	*Marine Workers, Local 15*
Sydney Steel Corporation	*Steelworkers, Local 6516*
Sydney Steel Corporation	*C.U.P.E., Local 1675*
Sydney Steel Corporation	*Steelworkers, Local 1064*
Sydney Steel Corporation	*Bricklayers, Local 2*
Sydney Steel Corporation	*Steelworkers, Local 6537*
Texaco Canada Inc.	*Atlantic Oil Workes, Local 1*
Ven Rez Products Ltd.	*Carpenters, Local 2284*
Volvo Canada Ltd.	*Auto Aerospace, Local 720*
W. A. Flemming Limited	*Food & Commercial Workers, Local 1252*

SERVICE

Employer	Union
Aberdeen Hospital	C.U.P.E., Local 741
Aberdeen Hospital Commission	N. S. Nurses Union
Aberdeen Hospital Commission	C.U.P.E., Local 1646
Acadia University	Operating Engineers, Local 968
Acadia University	Operating Engineers, Local 968B
Acadia University	Acadia Faculty Association
Acadia University	Service Employees, Local 902
Alderwood Rest Home	N. S. Nurses Union
All Saint's Hospital	C.U.P.E., Local 2857
All Saints Springhill Hospital	N. S. Nurses Union
Annapolis Co. Mun. - Adult Residential Centre	C.U.P.E., Local 2859
Annapolis District School Board - Caretaker	C.U.P.E., Local 1187
Atlantic Building Cleaning	Teamsters, Local 927
Atlantic Provinces Res. Centre Hearing	NSGEU
Atlific (N.S.) Ltd.-Holiday Inn-Dartmouth	Hotel, Motel Employees, Local 662
Bayside Home Corporation	C.U.P.E., Local 2007
Bluenose Tavern Limited	Hotel, Motel Employees, Local 662
Braemore Home-CNA	C.U.P.E., Local 1478
Braemore Home	N. S. Nurses Union
Braemore Home	C.U.P.E., Local 753
Camphill Hospital	N. S. Nurses Union
Camphill Hospital	Public Service Alliance
Canadian Linen Supply Co. Limited	Department Store Union, Local 1015
Canadian Odeon Theatres	Theatrical Employees, Local 680
Canadian Red Cross Society	Halifax Civic Workers, Local 108
Cape Breton College-Board of Governors	CB Staff Union
Cape Breton College-Board of Governors	NSGEU - Teachers, Local 18
Cape Breton College-Board of Governors	NSGEU - Maintenance, Local 18
Cape Breton District School Board-Sydney Acad.	Operating Engineers, Local 968
Cape Breton District School Board	C.U.P.E., Local 781
Cape Breton Hospital	C.U.P.E., Local 753
Cape Breton Hospital	C.U.P.E., Local 1478
Cape Breton Hospital	N. S. Nurses Union
Cara Operations - Air Terminal Rest.	Teamsters, Local 927
Cara Operations - Airline Services	Teamsters, Local 927
Chateau Halifax	Hotel, Motel Employees, Local 662
Children's Aid Society of Cape Breton	C.U.P.E., Local 2314
Children's Aid Society of Halifax	C.U.P.E., Local 2837
Citadel Properties Ltd.	Bakery Workers, Local 446
Clare Municipal School Bd. - Janitors	C.U.P.E., Local 1060
Colchester Hospital	N. S. Nurses Union
Colchester Hospital - CNA & Technical	C.B.R.T., Local 618
Colchester Hospital - General Workers	C.B.R.T., Local 608
Colchester Hospital - Office & Clerical	C.B.R.T., Local 608
Colchester-East Hants Amal. School Board	C.U.P.E., Local 1047
Cove Guest Home	N. S. Nurses Union
Cove Guest Home	C.B.R.T., Local 620
Cumberland District School Board	C.U.P.E., Local 1523

SERVICE (CONT'D)

Employer	Union
Dalhousie College & University	C.U.P.E., Local 1392
Dalhousie College & University	Dalhousie Staff Association
Dalhousie College & University	Dalhousie Faculty Association
Dalhousie College & University	Operating Engineers, Local 968B
Dalhousie College & University	Operating Engineers, Local 968
Dalhousie University-Assoc. of Grad. Studies	Grad House Staff Association
Dartmouth General Hospital	C.B.R.T., Local 606
Dartmouth General Hospital	N. S. Nurses Union
Dartmouth Senior Care Society-Oakwood Terrace	C.U.P.E., Local 2774
Dawson Memorial Hospital	N. S. Nurses Union
Dawson Memorial Hospital-Clerical	Operating Engineers, Local 968B
Dawson Memorial Hospital - CNA's	Operating Engineers, Local 968B
Dawson Memorial Hospital - Health Care	Operating Engineers, Local 968B
Dawson Memorial Hospital - Residual	Operating Engineers, Local 968
Digby District School Board-Caretakers	C.U.P.E., Local 1185
Digby District School Board-Clerical	C.U.P.E., Local 1185
Digby General Hospital	C.U.P.E., Local 1027
Digby General Hospital	N. S. Nurses Union
Digby Town & Mun. Housing Corp. Tideview	N. S. Nurses Union
Digby Town & Mun. Housing Corp. Tideview	Service Employees Int., Local 902
Dykeland Lodge	N. S. Nurses Union
East Cumberland Lodge	C.U.P.E., Local 2391
Eastern Memorial Hospital	N. S. Nurses Union
Eastern Memorial Hospital	C.B.R.T., Local 602A
Eastern Shore Memorial Hospital	N. S. Union Public Employees
Eastern Shore Memorial Hospital	N. S. Nurses Union
Eastern Shore Memorial Hospital - CNA	N. S. Union Public Employees, Local 3
Edward Mortimer Place	C.U.P.E., Local 2503
Edward Mortimer Place	N. S. Nurses Union
Empire Theatres Ltd. - Halifax	Theatrical Employees, Local 680
Employees RWDSU AFL-CIO-CLC	Department Store Union
Extendicare - Park Haven	C.U.P.E., Local 2784
Extendicare - Spring Garden Villa	N. S. Nurses Union
Fairview Villa Nursing Home	C.U.P.E., Local 1416
Famous Players-Vogue & Paramount-Proj.	Theatrical Employees, Local 848
Famous Players-Sydney Front of House	Theatrical Employees, Local 848
Famous Players-Projec.-Halifax & Dartmouth	Theatrical Employees, Local 680
Fishermans Memorial Hospital	N. S. Nurses Union
Fishermans Memorial Hospital	C.U.P.E., Local 1933
Forest Haven Memorial Gardens	Labourers, Local 1115
Foyer Pere Fiset	N. S. Nurses Union
Gables Nursing Home	GNH Employees - Union
General Sound	Theatrical Employees, Local 680
Glace Bay Community Hospital	N. S. Nurses Union
Glace Bay Community Hospital - General Workers	C.B.R.T., Local 601
Glace Bay General Hospital - Clerical	C.B.R.T., Local 607
Glace Bay Community Hospital - CNA & Tech	C.B.R.T., Local 607
Glace Bay General Hospital	N. S. Nurses Union
Glace Bay General Hospital - Clerical	C.B.R.T., Local 607
Glace Bay General Hospital - CNA & Tech	C.B.R.T., Local 607

SERVICE (CONT'D)

Employer	Union
Glace Bay General Hospital - General Workers	C.B.R.T., Local 601
Glace Bay Miners Forum	Theatrical Employees, Local 848
Glades Lodge Limited	C.U.P.E., Local 1259
Glasgow Metals Limited	Sheetmetal Workers, Local 409
Glen Haven Manor Corporation	C.U.P.E., Local 2330
Glenview Health Care Services Ltd.	C.B.R.T., Local 619A
Grace Maternity Hospital	N. S. Nurses Union
Grace Maternity Hospital	C.B.R.T., Local 606
Grace Maternity Hospital	C.B.R.T., Local 614
Grace Maternity Hospital	C.B.R.T., Local 614A
Grand Hotel Company Limited	Hotel, Motel Employees, Local 662
Guysborough Municipal School Board	C.U.P.E., Local 1116
Halifax City of - Forum Commission	C.U.P.E., Local 108
Halifax Co.-Bedford District School Board	Union of School Board Employees
Halifax Co. Regional Rehabilitation Centre	C.U.P.E., Local 1028
Halifax Co. Regional Rehabilitation Centre	N. S. Nurses Union
Halifax District School Board	NSGEU
Halifax District School Board	C.U.P.E., Local 449
Halifax District School Board	Halifax Civic Workers, Local 108
Halifax District School Board - Unit 3	Halifax Civic Workers, Local 108
Halifax Infirmary	C.B.R.T., Local 606
Halifax Infirmary Hospital	N.S.G.E.U., Branch 22
Halifax Infirmary Hospital	N. S. Nurses Union
Halifax Infirmary Hospital	C.B.R.T., Local 615
Hants Community Hospital	N. S. Nurses Union
Hants West District School Board	C.U.P.E., Local 1449
Hants West District School Board-Clerical	C.U.P.E., Local 1449
Hardwood Hill Cemetery Co. Inc.	Labourers, Local 1115
Hazel Hill Rest Home Corp.	C.U.P.E., Local 1723
Highland Community Residential Centre	C.U.P.E., Local 2856
Highland View Regional Hospital	N. S. Nurses Union
Highland View Regional Hospital	C.U.P.E., Local 920
Hillcrest Manor Nursing Home	C.B.R.T., Local 619
Holiday Inn of Sydney	Hotel, Motel Employees, Local 772
Hotel Nova Scotian	Hotel, Motel Employees, Local 662
Inverary Manor	N. S. Nurses Union
Inverness Co. Municipal Housing Corporation	C.U.P.E., Local 1485
Inverness Co. Municipal Housing Corporation	C.U.P.E., Local 2031
Inverness Consolidated Mem. Hospital-Clerical	C.B.R.T., Local 607
Inverness Cons. Mem. Hospital-CNS & Tech	C.B.R.T., Local 607
Inverness Cons. Mem. Hospital-General Workers	C.B.R.T., Local 609
Inverness Cons. Mem. Hospital	N. S. Nurses Union
Inverness District School Board	C.U.P.E., Local 955
Izaak Walton Killam Hospital	C.B.R.T., Local 606
Izaak Walton Killam Hospital	IWK Technical Employees Association
Keddy's Motor Inn	Hotel, Motel Employees, Local 772
Kings County District School Board	C.U.P.E., Local 1068
Kings Regional Rehabilitation Centre	C.U.P.E., Local 1472
Lingan Golf & Country Club	Labourers, Local 1115

SERVICE (CONT'D)

Employer	Union
Lord Nelson Hotel Limited	Hotel, Motel Employees, Local 662
Louisbourg Town of - Labourers	C.U.P.E., Local 2279
Lunenburg Municipal School Board	C.U.P.E., Local 1441
MacGillivary Guest Home	N. S. Nurses Union
MacGillivary Ronald C. Guest Home	C.U.P.E., Local 1562
Mahone Nursing Home Limited	C.B.R.T., Local 611
Maple Hill Manor	C.U.P.E., Local 2765
Maple Hill Manor	N. S. Nurses Union
Maritime IOOF Home	C.U.P.E., Local 2330
Mary's Hill Home	C.U.P.E., Local 2508
McVicar's Resorts-Isle Royal Motel	Hotel, Motel Employees, Local 772
Metro Group Homes Association	C.U.P.E., Local 2305
Modern Bldg. Cleaning-Cdn. Coast Guard College	C.U.P.E., Local 2733
Modern Bldg. Cleaning - College of Cape Breton	C.U.P.E., Local 2733
Modern Bldg. Cleaning - Glace Bay Comm.	C.U.P.E., Local 2336
Modern Bldg. Cleaning - Ind. Locations	Teamsters, Local 927
Modern Bldg. Cleaning - IWK & Rehab.	Teamsters, Local 927
Modern Bldg. Cleaning - Mt. St. Bernard College	C.B.R.T., Local 605
Modern Bldg. Cleaning - VG Hospital	Teamsters, Local 2761
Modern Bldg. Cleaning - Grace Maternity	C.B.R.T., Local 606
Motherhouse - Sisters of St. Martha	C.B.R.T., Local 602
Mount Saint Vincent University	MSVU Staff Association
Mount Saint Vincent University	C.B.R.T., Local 606
New Dawn Guest Home	C.U.P.E., Local 1183
New Democratic Party of Nova Scotia	Department Store Union, Local 1015
New Waterford Cons. Hospital - Clerical	C.B.R.T., Local 607
New Waterford Cons. Hospital - CNA & Tech	C.B.R.T., Local 607
New Waterford Cons. Hospital - General Workers	C.B.R.T., Local 604
New Waterford Consolidated Hospital	N. S. Nurses Union
North End Community Health Association	North End Comm. Cl. Assoc.
North End Day Care Centre	C.U.P.E., Local 3016
Northside Community Guest Home	N. S. Nurses Union
Northside Community Guest Home Society	C.U.P.E., Local 1867
Northside Harbour View Hospital	N. S. Nurses Union
Northside Harbour View Hospital	C.B.R.T., Local 603
Northside Harbour View Hospital-Clerical	C.B.R.T., Local 607
Northside Harbour View Hospital-CNA & Tech	C.B.R.T., Local 607
Northside-Victoria District School Board	C.U.P.E., Local 981
Northwood Incorporated	C.B.R.T., Local 606
Nova Scotia Armature Works Limited	I.B.E.W., Local 625
Nova Scotia Government Employees Union	Lab & Soc Service Org.
Nova Scotia Nurses Union	Marine Workers, Local 32
Nova Scotia Rehabilitation Centre	N. S. Nurses Union
Nova Scotia Home for Coloured Children	C.U.P.E., Local 3016
Ocean View Manor	C.U.P.E., Local 1245
Public Archives of Nova Scotia	N.S.G.E.U.
Queens General Hospital	C.U.P.E., Local 1711
Queens Home for Special Care Corporation	C.U.P.E., Local 2648

SERVICE (CONT'D)

Employer	Union
R K MacDonald Nursing Home	N. S. Nurses Union
R K MacDonald Nursing Home	C.B.R.T., Local 605
Resi-Care Breton Assoc.	C.U.P.E., Local 3008
Richmond District School Board	C.U.P.E., Local 1069
Richmond District School Board	C.U.P.E., Local 1069
Richmond District School Board-BD & Mech	C.U.P.E., Local 1069
Richmond Housing Corporation	C.U.P.E., Local 1782
Riverton Guest Home-Valley View Villa	C.U.P.E., Local 2330
Riverton Guest Home-Valley View Villa	N. S. Nurses Union
Riverview Adult Residential Centre	C.U.P.E., Local 2330
Roseway Hospital	N. S. Nurses Union
Sacred Heart Hospital	N. S. Nurses Union
Sacred Heart Hospital-CNA & Tech	C.B.R.T., Local 607
Sacred Heart Hospital-General Workers	C.B.R.T., Local 514
Savoy Theatre	Theatrical Employees, Local 848
Seaview Golf and Country Club	Labourers, Local 1115
Seaview Manor Corporation	C.U.P.E., Local 2094
Seaview Manor Home for Special Care	N. S. Nurses Union
Shelburne Co. District School Board	C.U.P.E., Local 1218
Skye Motel Limited	Hotel, Motel Employees, Local 662
Soldiers Memorial Hospital	Operating Engineers, Local 968
Soldiers Memorial Hospital	Operating Engineers, Local 968B
South Cumberland Memorial Hospital	N. S. Nurses Union
South Cumberland Memorial Hospital	C.U.P.E., Local 2456
South Shore Community Service Association	Bonny Lea Farm Association
Spring Garden Villa	C.U.P.E., Local 1183
St. Francis Xavier University	C.U.P.E., Local 1636
St. Francis Xavier University	C.B.R.T., Local 605
St. Martha's Hospital	C.B.R.T., Local 602
St. Mary's University	Operating Engineers, Local 968B
St. Mary's University	Operating Engineers, Local 968
St. Mary's University	St. Mary's Faculty Union
St. Mary's University	St. Mary's Staff Union
St. Mary's University	St. Mary's Faculty Union
St. Rita Hospital	N. S. Nurses Union
St. Rita Hospital-CNA & Tech	C.B.R.T., Local 607
St. Rita Hospital-General Workers	C.B.R.T., Local 600
St. Vincent's Guest House	C.U.P.E., Local 1082
Stag and Doe Beverage Room Ltd.	Teamsters, Local 927
Strait-Richmond Hospital	C.U.P.E., Local 2436
Sunset Adult Residential Centre	C.U.P.E., Local 972
Sutherland Harris Memorial Hospital	C.U.P.E., Local 1869
Sutherland Harris Memorial Hospital	N. S. Nurses Union
Sydney City Hospital	C.U.P.E., Local 756
Sydney City Hospital	N. S. Nurses Union
Sydney City Hospital	C.U.P.E., Local 1613
Sydney City Hospital	C.U.P.E., Local 2431
Technical University of Nova Scotia	Technical University Faculty Association

SERVICE

Employer	Union
Technical University of Nova Scotia	N.S.G.E.U.
Tri-Metro Cinemas	Theatrical Employees, Local 680
Twin Oaks Memorial Hospital	N. S. Nurses Union
Valley Health Services Association	N.S.G.E.N, Branch 52
Valley Health Services Association	N. S. Nurses Union
Valley Health Services Association	Kent Hospital Employees Assoc., Local 2
Valley Health Services Association	Kent Hospital Employees Assoc., Local 3
Victoria County Alderwood Corporation	C.U.P.E., Local 1635
Victoria County Memorial Hosptial-CNA & Tech	C.B.R.T., Local 607
Victoria County Memorial Hospital	N. S. Nurses Union
Victoria General Hospital	C.B.R.T., Local 606
Victorian Order of Nurses - Halifax	N. S. Nurses Union
Villa Saint-Joseph-Du-Lac	C.U.P.E., Local 835
VS Services-Aberdeen Hosp.-Food Service	C.U.P.E., Local 741
VS Services - Glace Bay Community Hospital	C.U.P.E., Local 2336
VS Services - Richmond Villa	C.U.P.E., Local 1782
VS Services - St. Francis Xavier University	C.B.R.T., Local 605
Wandlyn Motels Limited	Hotel, Motel Employees, Local 772
Western Counties Regional Library	C.U.P.E., Local 2530
Wilson's Family Restaurants Limited-Jaspers	Hotel, Motel Employees, Local 772
Wolfville Nursing Homes Ltd.	Operating Engineers, Local 968B
Yarmouth District School Board	C.U.P.E., Local 964
Yarmouth Regional Hospital	C.U.P.E., Local 835
Yarmouth Regional Hospital	N. S. Nurses Union
Yarmouth Town of	C.U.P.E., Local 2530

TRADE

ACA Co-operative Assoc. Limited	Food & Commercial Workers, Local 1252
ACA Co-operative Assoc. Limited-Mic Mac Egg	Food & Commercial Workers, Local 1157
Amherst Co-operative Limited	Department Store Union, Local 1015
Antigonish Motors Limited	C.B.R.T., Local 525
Associated Freezers of Canada Limited	Department Store Union, Local 1015
Atlantic Wholesalers	Bakery Workers, Local 446
Atlantic Wholesalers	Department Store Union, Local 1015
Bolands Limited	Bakery Workers, Local 446
Braemore Co-operative Limited	Department Store Union, Local 1015
Bras d'or Coop Limited	Department Store Union, Local 596
Can Automotive Radiator Exchange & Mfg.	C.B.R.T., Local 612A
Canadian Tire Sales (A J Achenson)	C.B.R.T., Local 506
Cape Breton Pharmacy Limited	Department Store Union, Local 596
Chappell's Bldg. Supplies Limited	C.B.R.T., Local 230
Chappell's Bldg. Supplies Limited	C.B.R.T., Local 230
Clark Tire and Supply Ltd.	C.B.R.T., Local 502
Clover Produce Limited	Food & Commercial Workers, Local 1252
Clover Produce Limited	Food & Commercial Workers, Local 910
Co-op Atlantic-Grocery & Feed	Department Store Union, Local 596
Co-op Atlantic-Office	Department Store Union, Local 596
Co-op Atlantic - Bldg. Supplies-Sydney	Food & Commercial Workers, Local 596
Co-op Atlantic - Sydney Fuels	Food & Commercial Workers, Local 1252

TRADE (CONT'D)

Employer	*Union*
Digby Drugs Limited	*Food & Commercial Workers, Local 1973*
Dominion Stores Limited	*Food & Commercial Workers, Local 1973*
Eastern Automobile Company Limited	*C.B.R.T., Local 525*
Eastern Drug Services	*Bakery Workers, Local 446*
Eastern Chrysler Plymouth Ltd.	*C.B.R.T., Local 506*
Eddy Group Limited	*Food & Commercial Workers, Local 1973*
Federal Bolt & Nut	*Food & Commercial Workers, Local 1973*
G.U.S. Canada Inc.	*Food & Commercial Workers, Local 1973*
Gainers Inc.	*Food & Commercial Workers, Local 910*
Gulf Quebec Atlantic (Servico Ltd.)	*C.B.R.T., Local 506*
Gulf Steel Ltd.	*Gulf Steel Emp. Assoc.*
H & S Pharmacy Ltd.	*Department Store Union, Local 596*
H. H. Marshall Limited	*Department Store Union, Local 596*
Halliday Craftsmen-Dartmouth	*Food & Commercial Workers, Local 1973*
Halliday Craftsmen-New Glasgow	*Food & Commercial Workers, Local 1973*
Halliday Craftsmen - Truro	*Food & Commercial Workers, Local 1973*
Halliday Craftsmen Limited	*Food & Commercial Workers, Local 1973*
Halliday Craftsmen Limited	*Food & Commercial Workers, Local 1973*
Halliday Craftsmen Limited - Springhill	*Food & Commercial Workers, Local 1973*
IMO Foods Ltd.	*Food & Commercial Workers, Local 1252*
Johnson & MacDonald	*Department Store Union, Local 1015*
Joy Stores Limited	*Department Store Union, Local 596*
Keltic Motors Limited	*C.B.R.T., Local 525*
Kenmount Ford Sales Limited	*C.B.R.T., Local 506*
MacAulays Garage Limited	*C.B.R.T., Local 506*
MacIntyre Chev-Oldsmobile Ltd.	*C.B.R.T., Local 506*
Marks & Spencer Canada	*Department Store Union, Local 596*
Marks & Spencer Canada	*Food & Commercial Workers, Local 1973*
Marks & Spencer Canada	*Department Store Union, Local 596*
Mason's Limited	*Department Store Union, Local 596*
Metropolitan Stores #350	*Department Store Union, Local 596*
Metropolitan Store #388	*Department Store Union, Local 596*
Metropolitan Store #420	*Department Store Union, Local 596*
Metropolitan Stores #348	*Department Store Union, Local 1015*
Miles IGA Limited	*Food & Commercial Workers, Local 910*
Modern Co-operative Supply Depot	*Department Store Union, Local 596*
N. S. Liquor Commission	*Liquor Commission Employees, Local 470*
N. S. Liquor Commission	*Assoc. Comm. & Tech, Local 1670*
N. S. Liquor Commission - Management	*Assoc. Comm. & Tech, Local 1670*
Piercey Supplies Limited	*Teamsters, Local 927*
Progressive Wholesalers Limited	*Department Store Union, Local 596*
Rahey's Supermarket	*Department Store Union, Local 596*
Ron May Pontiac Buick GMC Ltd.	*C.B.R.T., Local 506*
Save Easy Store	*Food & Commercial Workers, Local 1973*
Scotia Wholesalers Limited	*Department Store Union, Local 596*
Shean Co-operative Society Limited	*Department Store Union, Local 596*
Sobey's Stores Limited-Warehouse	*Food & Commercial Workers, Local 1973*
Sobey's Stores Ltd. #160, #190, #300	*Food & Commercial Workers, Local 1252*
Sterling Hubley Drugs Limited	*Food & Commercial Workers,Local 1973*
Sullivan Dodge Chrysler	*C.B.R.T., Local 525*

Employer	Union

TRADE

Sumner Company Limited	Food & Commercial Workers, Local 1973
Sydney Co-operative Society Limited	Food & Commercial Workers, Local 910
Sydney River Drugs Limited	Department Store Union, Local 596
Vee Eight Motors	C.B.R.T., Local 502
W.A. O'Farrell Chev-Olds Ltd.	C.B.R.T., Local 502
Westinghouse Canada Inc.	Electric Radio Workers, Local 588
Willett Foods Limited-Cash & Carry-Halifax	Food & Commercial Workers, Local 1973
Willett Foods Limited	Food & Commercial Workers, Local 1973
Willett Foods Limited-Lakeside	Food & Commercial Workers, Local 1973

PUBLIC ADMINISTRATION

Amherst - Town of - Police	Police Assoc., Local 104
Amherst - Town of - Stadium Commission	C.U.P.E., Local 1233
Antigonish Mun. of the Co. of - Guards	N.S.G.E.U., Local 3
Antigonish Town of - Linemen	I.B.E.W., Local 1928
Antigonish Town of - Maintenance	I.B.E.W., Local 1928
Bedford Town of - Firefighters	Firefighters, Local 2715
Berwick Town of	Police Assoc., Local 214
Bridgewater - Town of	C.U.P.E., Local 1092
Bridgewater - Town of - Police	Police Association, Local 108
Cancer Treatment & Research Foundation	N.S.G.E.U.
Cape Breton County Municipality of	C.U.P.E., Local 1545
Cape Breton County Recreation Commission	C.U.P.E., Local 1545
Cape Breton Co. Joint Expenditure Board	C.U.P.E., Local 1446
Cape Breton Joint Expenditure Board	C.U.P.E., Local 1545
Colchester Co. Municipality of	Police Assoc., Local 124
Cumberland Mun. of the Co. of - Guards	C.U.P.E., Locl 1233
Dartmouth - City of	Firefighters, Local 1398
Dartmouth - City of	N. S. Union Public Employees #1
Dartmouth - City of	N. S. Union Public Employees #4
Dartmouth - City of	Police Association, Local 101
Dartmouth - City of	Marine Workers, Local 13
Dartmouth District School Board	N. S. Union of Public Employees #2
Dominion District Recreational Complex	C.U.P.E., Local 850
Dominion - Town of - Clerical	C.U.P.E., Local 850
Dominion - Town of - Labourers	C.U.P.E. Local 850
Dominion - Town of - Police	C.U.P.E., Local 850
Glace Bay - Town of	C.U.P.E., Local 760
Glace Bay - Town of - Police	C.U.P.E., Local 1013
Glace Bay - Town of	C.U.P.E., Local 755
Glenview Lodge	N. S. Nurses Union
Halifax - City of	Firefighters, Local 268
Halifax - City of	Halifax Police & NCO Association
Halifax - City of	C.U.P.E., Local 143
Halifax - City of	Police, Local 110
Halifax - Municipality of	Firefighters, Local 1456
Halifax - Municipality of	Firefighters, Local 2527

PUBLIC ADMINISTRATION (CONT'D)

Employer	Union
Halifax - Municipality of	C.U.P.E., Local 1083
Halifax Housing Authority	Operating Engineers, Local 968
Halifax Housing Authority	Operating Engineers, Local 968B
Hantsport - Town of	Police Association, Local 215
Kentville - Town of	C.U.P.E., Local 1068
Kentville - Town of	Police Association, Local 107
Kings County - Municipality of	Police Association, Local 125
Kings County - Municipality of	C.U.P.E., Local 2854
Lake District Recreation Association	Teamsters, Local 927
Liverpool - Town of	I.B.E.W., Local 1928
Louisbourg Town of - Police Comm.	C.U.P.E., Local 2279
Lunenburg - Mun. of the District	Correction Officers
Lunenburg - Town of	C.U.P.E., Local 1780
Lunenburg - Town of	Police Association, Local 207
Metro Auth. Halifax Dartmouth & Halifax Co.	Correction Officers, Local 1
Middleton Town of - Clerical & Public Works	C.U.P.E., Local 2858
Middleton - Town of - Police	Police Association, Local 216
Min of Human Resources & Dev. & Training	Operating Engineers, Local 968
Mulgrave Town of - Labourers	C.U.P.E., Local 1116
New Glasgow Town of	Police Association, Local 103
New Glasgow - Town of - Labourers	C.U.P.E., Local 281
New Waterford - Town of	C.U.P.E., Local 232
New Waterford - Town of - Police	C.U.P.E., Local 232
North Sydney Board of Police Comm.	C.U.P.E., Local 2353
North Sydney Town of - Civic Workers	C.U.P.E., Local 757
Port Hawkesbury - Town of - Labourers	C.U.P.E., Local 2434
Springhill Town of	Police Association, Local 203
Springhill Town of - Public Works	C.U.P.E., Local 919
Stellarton - Town of - Labourers	C.U.P.E., Local 281
Stellarton - Town of - Police	Police Association, Local 205
Sydney - City of	C.U.P.E., Local 758
Sydney - City of	Firefighters, Local 2779
Sydney - City of	C.U.P.E., Local 933
Sydney - City of	C.U.P.E., Local 759
Sydney Mines Town of - Office	C.U.P.E., Local 761
Sydney Mines Town of - Police	C.U.P.E., Local 761
Trenton - Town of	Police Association, Local 202
Trenton - Town of	C.U.P.E., Local 281
Truro - Town of	Police Assoc., Local 102
Truro - Town of	C.U.P.E., Local 734
Truro - Town of - Clerical	Police Assoc., Local 211
Truro - Town of - Firefighters	Firefighters, Local 1627
Truro - Town of Police	Police Association, Local 102
Victoria Co. Municipality of	C.U.P.E., Local 2694
West Hants Municipality of	Correction Officers
Westphal Cole Harbour & Area Service Comm.	Firefighters, Local 1398
Westville - Town of	Police Association, Local 206
Westville - Town of-General Workers	C.U.P.E., Local 281

Employer	Union
PUBLIC ADMINISTRATION	
Windsor - Town of - Labourers	C.U.P.E., Local 1089
Wolfville - Town of	Police Assoc., Local 209
Yarmouth Municipality of - Guards	C.U.P.E., Local 2530
Yarmouth Municipality of	C.U.P.E., Local 2530
Yarmouth Town of	Firefighters, Local 2094
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	
Access-A-Bus	Teamsters, Local 927
Caledonia Power and Water Board	C.U.P.E., Local 755
Cape Breton Cablevision	I.B.E.W., Local 1852
Cape Breton Regional Transit Authority	C.B.R.T., Local 230
Conrad Brothers Ltd.	C.B.R.T., Local 613
Halifax-Dartmouth Bridge Comm.-M & E	Teamsters, Local 927
Halifax-Dartmouth Bridge Comm.- Admin	Teamsters, Local 927
L. E. Shaw Transport Ltd.	Operating Engineers, Local 721B
Mahars Transfer Express Limited	Teamters, Local 927
Maritime Forwarding Ltd.	Teamsters, Local 927
Maritime Tel & Tel Co. Ltd.	Telephone Employees Union
Maritime Tel & Tel Co. Ltd.-Operators	Atlantic Comm. & Tech Workers
Maritime Tel & Tel Co. Ltd.-Plant Workers	Atlantic Comm, & Tech Workers
Maritime Warehousing & Transfer Co. Ltd.	Bakery Workers, Local 446
Met Authority of Halifax, Dartmouth & Halifax County	Halifax Civic Workers, Local 108
Metropolitan Transit Commission	Transit Union, Local 508
Municipal Refuse Ltd.	Service Emps Int., Local 902
Nova Scotia Power Corporation	I.B.E.W., Local 1928
Nova Scotia Power Corporation	C.B.R.T., Local 610
Nova Scotia Power Corporation	C.B.R.T., Local 507
Perry Rand Limited	C.B.R.T., Local 606B
Pictou Co. Regional Transit Authority	C.B.R.T., Local 502
Public Service Commission of Halifax	C.U.P.E., Local 227
Public Service Commission of Halifax	C.U.P.E., Local 1431
Rowe's Freight and Marine Services Limited	C.B.R.T., Local 230
UNMACS of Canada Inc.	Labourers, Local 615
Zot Transportation Ltd.	Teamsters, Local 929

APPENDIX II

STATISTICAL TABLES

TABLE 1:

DISTRIBUTION OF COLLECTIVE AGREEMENTS BY EMPLOYER SIZE

Number of Employees	*Agreements*	
	#	*%*
50 or less	*420*	*65.9*
51 - 100	*101*	*15.9*
101 - 200	*74*	*11.6*
201 - 400	*23*	*3.6*
401 - 500	*2*	*0.3*
501 - 1000	*7*	*1.1*
1001 or more	*4*	*0.6*
employee size not available	*6*	*1.0*
TOTAL	*637*	*100.0*

TABLE 2:

DISTRIBUTION OF COLLECTIVE AGREEMENTS BY OCCUPATIONAL CLASS OF EMPLOYEES

Occupational Class	*Agreements*	
	#	*%*
Production & related	*432*	*67.8*
Production & office	*9*	*1.4*
Office/clerical	*39*	*6.1*
Professional	*70*	*11.0*
Professional & technical	*5*	*0.8*
Technical	*25*	*3.9*
Sales	*20*	*3.1*
Police	*25*	*3.9*
Firemen	*9*	*1.4*
Other	*3*	*0.6*
TOTAL	*637*	*100.0*

TABLE 3:

DISTRIBUTION OF COLLECTIVE AGREEMENTS BY SETTLEMENT STAGE

Settlement Stage	*Agreements*	
	#	*%*
Direct	*389*	*61.1*
Conciliation Officer	*182*	*28.6*
Conciliation Board	*7*	*1.1*
Post Conciliation Bargaining (P.C.R.)	*46*	*7.2*
Post Conciliation Bargaining (W.S.)	*13*	*2.0*
TOTAL	*637*	*100.0*

APPENDIX III

GLOSSARY

GLOSSARY

From our collective agreement coding manual, terms and definitions are used to ensure consistency in coding practices. For information purposes reference is made here to several of the more important terms in the collective agreements.

Closed Shop - A place of employment where the employer has agreed to hire and retain as employees only union members.

Union Shop - A union shop agreement requires all employees to become union members. The employer is entirely free to employ non-union members, but the members must join the union within a specified period after being employed. The employer must discharge any who fail to do so.

Modified Union Shop - A modified union shop excempts from compulsory membership all employees who are not union members at the time the agreement comes into force, but requires all those subsequently hired to join the union. Maintenance of membership for those already members may or may not be mentioned.

Maintenance of Membership - Under union maintenance of membership clauses, employees are under no obligation to join the union. However, those who join the union must, as a condition of employment, maintain their union membership throughout the life of the contract.

Rand Formula - This formula requires that all employees within the bargaining unit, both union members and non-member employees alike, must pay the equivalent of union dues as a condition of retaining employment.

Modified Rand Formula - A system in which dues are deducted from all employees except the older members.

Probationary Period - An initial period of employment during which a worker is considered probationary or on trial and may be discharged if his or her work proves unsatisfactory.

Seniority - Seniority refers to the length of service an employee has accumulated with an employer. Seniority is usually calculated on service within a unit specified in the collective agreement, such as: plant seniority, occupational seniority, or department seniority. Seniority provisions are most often used to determine promotions, lay-offs, rehiring, and demotions in case of lay-offs.

Grievance Procedure - This is typically a formal plan, specified in the collective agreement, which provides a channel for the adjustment of grievances through discussions at progressively higher levels of authority in the company and union and frequently culminating in arbitration. The Nova Scotia Trade Union Act provides that all collective agreements in the province shall contain a provision for final settlement without stoppage of work, either by arbitration or otherwise of all differences between the parties to or persons bound by the agreement. Provisions for an orderly adjustment of grievances are basic to sound industrial relations as it is practically impossible for a collective agreement to regulate all the specific problems which can rise in day-to-day operations.

Overtime Rates - *Overtime rates of pay are defined as pay rates higher than straight-time pay for time actually worked. Overtime rates of pay usually fall into three groupings: 1) Overtime rates for work performed outside an employee's regular, daily, or weekly hours. 2) Overtime rates paid on Saturday. 3) Overtime rates paid on Sunday. It should be noted that Saturday or Sunday rates are also defined as those days regarded as Saturdays or Sundays by the company. This usually applies to a plant operating 24 hours a day where employee "weekends" fall during the period from Monday to Friday.*

Management Rights, Employer Rights - *The body of rights including hiring, production scheduling, contracting and price fixing which management generally contends are not proper subjects for collective bargaining.*

Call-Out (Back) Pay - *Wages for a minimum number of hours guaranteed to workers who are called back to work outside of scheduled working hours.*

Reporting Pay, Call-In Pay or Premium, Show-Up Pay - *Wages to which an employee is entitled under a union contract or by custom when he is required to report to work and finds either no work or less than a certain number of hours of work available.*

Severance Pay, Dismissal Pay - *A lump-sum payment by an employer to a worker whose employment is permanently ended, usually for causes beyond the worker's control. This payment is in addition to any back wages due the worker.*

Shift Provisions - *This is a term applied to the daily working schedule of a plant or its employees where the nature of the work necessitates a continuous operation. A premium wage, which may be a percentage, a flat amount, or a time leeway, is generally paid workers on shifts (other than the day shift) to compensate them for inconvienient working hours.*

Moonlighting - *Dual job holding by an employee who works a full day for one employer and then full-time or part-time for another employer.*